

Appendix 4

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Table 1 - Work Week Schedules

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	Twenty 8.5 hr or eighteen 9.5 hr shifts every 28 day work period	1.5x	Twenty 8.5 hr or eighteen 9.5 hr shifts every 28 day work period	1.5x	40 hr week	N/A	40 hr week	N/A
City of Anaheim	12 hr days/ 3 days	DNA	12 hr days/ 3 days	DNA	40 hr week	DNA	No Comparable Class	
City of Bakersfield	10 hr days/ 4 days & 8 hr days/ 5 days	Straight time rate at Dept. Head's Approval	10 hr days/ 4 days & 8 hr days/ 5 days	Straight time rate at Dept. Head's Approval	8 hr days/ 5 days	N/A	No Comparable Class	
City of Chula Vista	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	DNA	N/A	No Comparable Class	
City of Fresno	10 hr days/ 4 days May include paid lunch break	1.5x for hrs over 10 or 40	10 hr days/ 4 days May include paid lunch break	1.5x for hrs over 10 or 40	DNA	DNA	No Comparable Class	
City of Long Beach	10 hr days/ 4 days	DNA	10 hr days/ 4 days	DNA	40 hrs week; Flexible amount of hrs in a day	DNA	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Los Angeles	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	DNA	N/A	No Comparable Class	
City of Modesto	11 hr days/ 4 days, 10 hr days/ 4 days or 8 hr days/ 5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	11 hr days/ 4 days, 10 hr days/ 4 days or 8 hr days/ 5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	DNA	N/A	No Comparable Class	
City of Oakland	8 hr days/ 5 days, 10 hr days/ 4 days or 12 hr days/ 3 days	1 ½ time for all hrs in excess of regular work week or day	8 hr days/ 5 days, 10 hr days/ 4 days or 12 hr days/ 3 days	1 ½ time for all hrs in excess of regular work week or day	8 hr days/ 5 days or 10 hr days/ 4 days	N/A	No Comparable Class	
City of Redding	8 hr days/ 5 days, 10 hr days/ 4 days	1.5 x for hrs over 40, time worked on a non-workday, time worked on a holiday	DNA	DNA	DNA	DNA	No Comparable Class	
City of Riverside	10 hr days/ 4 days	1.5 x for hrs beyond normal shift	10 hr days/ 4 days	1.5 x for hrs beyond normal shift	8 hr days/ 5 days	N/A	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Roseville	11 hr days/ 3 days & 11 hr days/ 4 days	1.5 x for hrs over 40	11 hr days/ 3 days & 11 hr days/ 4 days	1.5 x for hrs over 40	9 hr days/ 80 hrs for 2 weeks	N/A	No Comparable Class	
City of Sacramento	10 hr day/ 4 days; 9 hr days/ 80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5 X,	10 hr day/ 4 days; 9 hr days/ 80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5 X,	8 hr day/ 5 days or 12 hr day/3 days	N/A	No Comparable Class	
City of San Diego	10 hr day/ 4 days	1.5 x	10 hr day/ 4 days	1.5 x	10 hr day/ 4 days	N/A	No Comparable Class	
City of San Jose	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	10 hr day/ 4 days	1.5 x for all hrs over 8 or 10 hr shift.	No Comparable Class	
City of Santa Ana	12.5 hr days/ 3 days	1.5 x after 12.5 hrs	12.5 hr days/ 3 days	1.5 x after 12.5 hrs	9 hr days/ 80 hrs for two weeks	N/A	No Comparable Class	
City of Stockton	10 hr days/ 4 days	1.5 x for hrs over 40	8 hr days/ 5 days	1.5 x for hrs over 40	8 hr days/ 5 days	No OT	No Comparable Class	
City/County of San Francisco	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for hrs over 171 in 28 days	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for hrs over 171 in 28 days	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	No Comparable Class	
County of Alameda	8 hr day	1-4 hrs OT for corrections 81-84 hr schedule	8 hr day	1-4 hrs OT for corrections 81-84 hr schedule	8 hr day	Dept Watch Cmdr = 5% = \$597.48 per month/84 hr work schedule	No Comparable Class	
County of Contra Costa	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days	N/A	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Fresno	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 7 days	OT for Over 8 hrs/day or 40 hrs/week, or 84 hrs per pay period (for 12 hr days) OT for over 10 hrs day or 40 hrs/week (for 10 hr days)	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 7 days	OT for Over 8 hrs/day or 40 hrs/week, or 84 hrs per pay period (for 12 hr days) OT for over 10 hrs day or 40 hrs/week (for 10 hr days)	DNA	DNA	No Comparable Class	
County of Kern	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	DNA	No Comparable Class	
County of Los Angeles	8 hr days/ 5 days	1.5x over 40 hrs in 7 days;	8 hr days/ 5 days	1.5x over 40 hrs in 7 days;	8 hr days/ 5 days	FLSA Exempt: when authorized by the chief administrative officer and approved in advance by dept. head, may be credited with one full day of OT	No Comparable Class	
County of Mendocino	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	DNA	DNA	No Comparable Class	
County of Merced	DNA	N/A	DNA	DNA	5/8	N/A	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Orange	8 hr days	1.5x	8 hr days	1.5x	8 hr days	N/A	No Comparable Class	
County of Placer	DNA	1.5x	DNA	1.5x	DNA	DNA	No Comparable Class	
County of Riverside	8 hr days/ 5 days, 9 hr days/ 80 hr for 2 weeks, 10 hr days/ 4 days, 7-12/14 work period	1.5x	10 days of 8 hr shifts or 6-12 + 1-8	80 hrs @ 1.5x or comp time @ 1.5x	10 days of 8 hrs shifts	Comp time @ straight time	No Comparable Class	
County of Sacramento	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day 7 days in two weeks	If over normal work day, OT is accrued	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day 7 days in two weeks	If over normal work day, OT is accrued	5x8	DNA	No Comparable Class	
County of San Bernardino	8 hr day/ and 12 hr day	1.5 X regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day/ and 12 hr day	1.5 X regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day	N/A	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Diego	8.5 hr days/85 hr per pay period	1.5x Over 85 hrs	8.5 hr days/14 day work period	1.5x Over 85 hrs	8.5 hr days/14 day work period	N/A	No Comparable Class	
County of San Joaquin	8 hr days/ 5 days	DNA	8 hr days/ 5 days	DNA	8 hr days/ 5 days	N/A	No Comparable Class	
County of San Luis Obispo	10 hr days/ 4 days	DNA	10 hr days/ 4 days	DNA	5/8 M-F	DNA	No Comparable Class	
County of Santa Clara	10 hr days/ 4 days (patrol and investigations)	1.5x for hrs in excess of 80 hrs	10 hr days/ 4 days (patrol and investigations)	1.5x for hrs in excess of 80 hrs	8 hr days/ 5 days, 10 hr days/ 4 days	FLSA exempt	No Comparable Class	
	12.25 hr days/ 3 days (jail)	OT after 85.75 hrs in a pay period	12.25 hr days/ 3 days (jail)	OT after 85.75 hrs in a pay period				
County of Stanislaus	12 hr days/ 3 days, 10 hr days/ 4 days, 5/2	Over 80 hrs per pay period	12 hr days/ 3 days, 10 hr days/ 4 days, 5/2, 6/3,	6/3: After 48 hrs 3/12: After normal scheduled hrs 5/2 & 4/10:After 80 hrs	DNA	N/A	No Comparable Class	
County of Sutter	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr day/ 3 days	OT after 40 hrs in 7 days; 4/10 OT after 171 hrs in 28 days; 3/12 OT after 80 hrs in 14 days	No Comparable Class	
County of Ventura	12.5 hr days/ 7 working days in two weeks	Excess of 86 hrs/biweekly	12.5 hr days/ 7 working days in two weeks	Excess of 86 hrs/biweekly	8 hr days/ 10 days per pp	DNA	No Comparable Class	
Arizona	DNA	N/A	DNA	N/A	DNA	N/A	No Comparable Class	

**TABLE 1-A (Patrol)
WORK WEEK SCHEDULES**

Agency	Officer		Sergeant		Captain		Regional/Division Chief	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
Florida	40 hr week	1.5x	40 hr week	1.5x	40 hr week	N/A	40 hr week	N/A
Illinois	8 hr/ 15 day, 10 hr/ 14 day	1.5x	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 9hr days/ 5 days, 10 hr days/ 4 days	1.5x
New York	12 hrs/days; 168 hrs/28 days	1.5x for every hr over 168/28 days	10 hr days/ 4 days, 8 hr days/ 5 days	1.5x for every hr over 40 in a week	8 hr days/ 5 days	N/A	8 hr days/ 5 days	N/A
Ohio	40 hr week	1.5x	40 hr week	1.5x	40 hr week	N/A	40 hr week	N/A
Oregon	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x for excess of 80 hrs within 14 days	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days	N/A
Pennsylvania	8 hr days	1.5x	8 hr days	1.5x	8 hr days	1.5x	37.5 hr week	N/A
Texas	40 hrs week	1.5x	40 hrs week	1.5x	40 hrs week	1.5x	40 hrs week	DNA
Washington	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days	N/A	8 hr days/ 5 days	N/A
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 1-B (Corrections)
WORK WEEK SCHEDULES**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	164 hrs in 28 work days	1.5X	164 hrs in 28 work days	1.5X	8/day, 40/wk	N/A
City/County of San Francisco	5 consecutive 8 hr days	1.5x over 8 or over 40 hrs per week unless working flex schedule in which case OT is over 80 hrs in a two-week period	5 consecutive 8 hr days	1.5x over 8 or over 40 hrs per week unless working flex schedule in which case OT is over 80 hrs in a two-week period	5 consecutive 8 hr days	N/A
County of Alameda	8 hrs/day	May work 81 or 84 hr biweekly schedule including 1 or 4 hrs of straight time	8 hrs/day	May work 81 or 84 hr biweekly schedule including 1 or 4 hrs of straight time	8 hrs/day	N/A
County of Contra Costa	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x after scheduled work hrs in a day or weekly max	8 hr days/ 5 days	N/A
County of Fresno	10 x 8 hr days 7 x 12 hr days 8 x 10 hr days	After 8 hours in 80 hours per pay period After 12 hours in 84 hours per pay period After 10 hours (OT=1.5x)	10 x 8 hr days 7 x 12 hr days	After 8 hours in 80 hours per pay period After 12 hours in 84 per pay period OT 1.5X	8 hr days/ 5 days	DNA
County of Kern	12 hr shifts; 4 on 3 off / 3 on, 4 off	1.5 over 80 hrs	12 hr shifts; 4 on 3 off / 3 on, 4 off	1.5 over 80 hrs	DNA	DNA
County of Los Angeles	8 hr days/ 5 days	1.5x over 40 hrs or comp up to 160 hrs	8 hr days/ 5 days	1.5x over 40 hrs or comp up to 160 hrs	8 hr days/ 5 days	Approval only for comp time
County of Mendocino	84 hr 14 day work period	Excess of 80 hrs in 14 days; shifts that exceed 12 hrs	84 hr 14 day work period	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs	DNA	DNA

**TABLE 1-B (Corrections)
WORK WEEK SCHEDULES**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Merced	DNA	DNA	DNA	DNA	DNA	N/A
County of Orange	8 hr/day	1.5 x	8 hr/day	1.5 x	8 hr/day	N/A
County of Placer	DNA	DNA	DNA	DNA	DNA	DNA
County of Riverside	7/12 hr. shifts each 14 days	Comp time accrual at 1.5 X reg. rate	7/12 hr. shifts each 14 days	Over 84 hrs – 1.5 OT or comp time at 1.5	10/8	Comp time at straight time
County of Sacramento	8 hr days/5 days, 10 hr days/4 days, 12 hr day/7 days in two weeks	If over normal work day, OT is accrued	8 hr days/5 days, 10 hr days/4 days, 12 hr day/7 days in two weeks	If over normal work day, OT is accrued	5 x 8 hr days	DNA
County of San Bernardino	8 hr day/and 12 hr day	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day/and 12 hr day	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	8 hr day	N/A
County of San Diego	8.5 hrs – 14 days – 85 hr work period	1.5x over 85 hrs	8.5 hrs – 85 hr work period	1.5x over 85 hrs	8.5 hrs – 85 hr work period	N/A
County of San Joaquin	84 hrs biweekly	N/A = 84 hrs biweekly is paid as straight time	84 hrs biweekly	N/A = 84 hrs biweekly is paid as straight time	5 x 8 hrs	N/A

**TABLE 1-B (Corrections)
WORK WEEK SCHEDULES**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Luis Obispo	3/12	OT for hrs worked above 80 in a 14-day work period	3/12	OT for hrs worked above 80 in a 14-day work period	5/8 M-F	DNA
County of Santa Clara	5/8, 4/10 Jail= 12.25/3	1.5x over 80 hrs	5/8, 4/10 Jail= 12.25/3	1.5x over 80 hrs	DNA	DNA
County of Stanislaus	12 hr days/ 3 days; 10 hr days/ 4 days; 6/3 = 6 days on, 3 days off; 5/2 = 5 days on, 2 days off	Employees on a 3/12, 4/10, or a 5/2 schedule, OT is paid after 80 hrs worked in a pay period. Employees on a 6/3 schedule, OT is paid after 48 hours worked in scheduled period which starts with first duty day and ends on day 9.	12 hr days/ 3 days; 10 hr days/ 4 days; 6/3 = 6 days on, 3 days off; 5/2 = 5 days on, 2 days off	Employees on a 3/12, 4/10, or a 5/2 schedule, OT is paid after 80 hrs worked in a pay period. Employees on a 6/3 schedule, OT is paid after 48 hours worked in scheduled period which starts with first duty day and ends on day 9..	DNA	N/A
County of Sutter	DNA	DNA	DNA	DNA	DNA	DNA
County of Ventura	12.5 hr days/ 7 working days in 2 weeks	OT after 86 hrs	12.5 hr days/ 7 working days in 2 weeks	OT after 86 hrs	Per pay period = ten 8 hr days	DNA
Arizona	DNA	DNA	DNA	DNA	DNA	DNA
Florida	40 hr week	1.5x	40 hr week	1.5x	40 hr week	No OT pay
Illinois	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	8/9/10 hr days depending on Unit	1.5x	8/9/10 hr days depending on Unit	1.5x	8/9/10 hr days depending on Unit	1.5x

**TABLE 1-B (Corrections)
WORK WEEK SCHEDULES**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
New York	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate	8.25 hrs per day	.25 hrs for pre-shift briefing at OT rate
Ohio	8 hrs day 4/10/40 varies	1.5x	8 hrs day 4/10/40 varies	1.5x	40 hr week	N/A
Oregon	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	1.5x	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	N/A	8 hr days/ 5 days, 10 hr days/ 4 days, 12 hr days/ 3 days	N/A
Pennsylvania	8 hr day	1.5x / 2x if 2 nd or 4 th regular scheduled day off	8 hr day	1.5x / 2x if 2 nd or 4 th regular scheduled day off	8 hr day	1.5x / 2x if 2 nd or 4 th regular scheduled day off
Texas	40 hrs	1.5x	40 hrs	1.5x	40 hrs	1.5x
Washington	40 hr work week or 160 hrs in 28 days	1.5x excess of 40 hrs a week	40 hr work week or 160 hrs in 28 days	1.5x excess of 40 hrs a week	8 hr day	N/A
Federal Government (RUS)	8 hr days	1.5x	No Comparable Class		8 hr days	1.5x

**TABLE 1-C (Corrections)
WORK WEEK SCHEDULES**

Agency	Warden		Parole Agent	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	40 hrs per week	N/A	164 hrs in 28 work period	1.5x
Arizona	DNA		DNA	
Florida	40 hr week	N/A	40 hr week	N/A
Illinois	DNA		DNA	
Nevada	40 hr week	N/A	40 hr week	1.5x
New York	DNA		DNA	
Ohio	40 hr week	N/A	40 hr week	1.5x
Oregon	DNA		Flexible work schedule (40 hr work week)	1.5x for over 40 hrs
Pennsylvania	37.5 hr week	N/A	40 hr week	1.5x/2x
Texas	40 hr week	N/A	40 hr week	1.5x
Washington	DNA	N/A	40 hr week	Hrs over 40 in a week
Federal Government -(RUS)	8 hr days	N/A	DNA	

**TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	8/day, 40/wk	1.5x	8/day, 40/wk	N/A	8/day, 40/wk	1.5x	8/day, 40/wk	1.5x
City of Anaheim	No Comparable Class		No Comparable Class		10 hr days/ 4 days	Average regular work week shall be 40 hrs. OT = 1.5x	No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		8 hr Day/3 Shifts	1.5x over 8 hrs or over 40 hrs	DNA	
City of Los Angeles	No Comparable Class		No Comparable Class		Work week consists of 20 days of work in each 28 day deployment period. Such day should be 8 hrs, 7.5 hrs, or 7 hrs as determined by Chief of Police	OT for all hrs worked in excess of 40 hrs in a work week, at the rate of 1.5x employee's regular rate of pay; compensatory time off may be permitted to accumulate up to 80 hrs	No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Oakland	No Comparable Class		No Comparable Class		7.5 hr Day/ 37.5 hr Work Week	1.5x in excess of regular work day or work week; Comp time up to 56 hrs	5 / 8 40 Hr Work Week	1.5x May accrue comp time up to 60 hrs
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		8 hr day, 36/44 in Police Dept by request	1.5x times regular rate *can accrue up to 120 hrs comp time	No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		8 hr/5 day - 40 hr week schedule or 7 day work schedule = FLSA exempt but granted comp time at 1.5x for all hrs worked in excess of 8 hrs a day.		8 hr/5 day - 40 hr week schedule or 7 day work schedule = 1.5x for all hrs worked in excess of 8 hrs a day; comp time may be accrued up to 240 hrs.	

**TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Alameda	No Comparable Class		No Comparable Class		4 day / 37.5 hr week schedule	DNA	No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		5 day/8 hrs	1.5x after 8 hrs in a day or 40 hrs in a week	No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		5/8	Anything over 8/day or 40/wk	No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		DNA		DNA	
County of Los Angeles	No Comparable Class		No Comparable Class		5/8	1.5x over 40 hrs in 7 day work period;	5/8	1.5x over 40 hrs in 7 day work period;
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		8 hr day	1.5x or comp time	No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		5/8 or 4/10	More than 8/day, 10/day, or 40 in a week	5/8 or 4/10	More than 8/day, 10/day, or 40 in a week
County of San Bernardino	No Comparable Class		No Comparable Class		8 hrs per day	1.5x regular rate of pay	No Comparable Class	

**TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of San Diego	No Comparable Class		No Comparable Class		8 hrs per day	1.5x	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		5 day/40 hr week schedule	1.5x after 8 hrs in a day or 40 hrs in a week	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		8 hrs per day (9/80 schedule available)	DNA	No Comparable Class	
Arizona	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Florida	40 hrs per week	1.5x	40 hrs per week	No Overtime	8hrs per 40 hrs a week	1.5x	No Comparable Class	
Illinois	DNA		DNA		DNA		40 Hr week	1.5x
Nevada	40 hrs per week	1.5x	40 hrs per week	1.5x	No Comparable Class		8 hr/5 days 9 hr/5 days 10 hr/4 days	1.5x
New York	DNA		DNA		DNA		8.25 hrs per day	1.5x for every hr over 40 per week
Ohio	DNA		DNA		8 hr day 4/10 varies	1.5x	40 hr week, 8 hr day, or 4/10	1.5x

**TABLE 1-D (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
Oregon	40 hrs per week	1.5x over 8 hr day or 40 hr week, can accrue comp time up to 80 hrs	No Comparable Class		40 hrs per week	1.5x over 8 hr day or 40 hr week, can work in excess of 80 hrs w/in 14 day schedule	No Comparable Class	
Pennsylvania	DNA		DNA		DNA		8 hrs per day	1.5x/2x
Texas	No Comparable Class		No Comparable Class		40 hr week	1.5x	No Comparable Class	
Washington	DNA		DNA		Regular work re-occurring period of 168 hrs consistency of 7 consecutive 24 hr periods	Regular work schedule for overtime eligible employees will not be more than 40 hrs in a work week, 1.5x	Regular work re-occurring period of 168 hrs consistency of 7 consecutive 24 hr periods	Regular work schedule for overtime eligible employees will not be more than 40 hrs in a work week, 1.5x
Federal Government (RUS)	8 hr days/40 week	1.5x	8 hr days	N/A	8 hr days/40 week	1.5x	8 hr days/40 week	1.5x

**TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
DPA	8 hr/day, 40 hr/wk	1.5x	8/day, 40/wk	N/A
City of Anaheim	12 hr days/3 days	DNA	12 hr days/3 days	DNA
City of Bakersfield	8 hr days/5 days	DNA	10 hr days/4 days & 8 hr days/5 days	Straight time rate at Dept. Head's Approval
City of Chula Vista	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days	80 hrs in a 14 day cycle	Overtime calculated at rate determined by Fair Labor Standards Act- 1.5x Overtime only paid if over 80 hrs worked in 14 days
City of Fresno	10 hr days/4 days or 8 hr days/5 days May include paid lunch break	1.5x for hrs over 10 or 40	10 hr days/4 days May include paid lunch break	1.5x for hrs over 10 or 40
City of Long Beach	10 hr days/4 days	DNA	10 hr days/4 days	DNA
City of Los Angeles	Flexible work schedule (FWS): 12 hr shift; 160 hrs in 28 days	Any hrs worked in excess of FWS shall be compensated OT which includes a 45 minute meal period unless interrupted. OT rate =1.5x	DNA	
City of Modesto	11 hr days/4 days, 10 hr days/4 days or 8 hr days/5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x	11 hr days/4 days, 10 hr days/4 days or 8 hr days/5 days	4/11 employees assigned to a 4/11 schedule will have a paid lunch break of 30 minutes couple with one 15 minute break. OT rate = 1.5x
City of Oakland	8 hr days/5 days, 10 hr days/4 days or 12 hr days/3 days	1.5x for all hrs in excess of regular work week or day	8 hr days/5 days, 10 hr days/4 days or 12 hr days/3 days	1.5x for all hrs in excess of regular work week or day
City of Redding	8 hr days/5 days, 10 hr days/4 days	1.5x for hrs over 40, time worked on a non-workday, time worked on a holiday	DNA	DNA
City of Riverside	10 hr days/4 days	1.5x for hrs beyond normal shift	10 hr days/4 days	1.5x for hrs beyond normal shift

**TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
City of Roseville	11 hr days/3 days & 11 hr days/4 days	1.5x for hrs over 40	11 hr days/3 days & 11 hr days/4 days	1.5x for hrs over 40
City of Sacramento	10 hr day/4 days; 9 hr days/80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5x	10 hr day/4 days; 9 hr days/80 hrs for 2 weeks	OT after 10 hrs; accrued at 1.5x
City of San Diego	10 hr day/4 days	1.5x	10 hr day/4 days	1.5x
City of San Jose	DNA		DNA	
City of Santa Ana	12.5 hr days/3 days	1.5x after 12.5 hrs	12.5 hr days/3 days	1.5x after 12.5 hrs
City of Stockton	10 hr days/4 days	1.5x for hrs over 40	8 hr days/5 days	1.5x for hrs over 40
City/County of San Francisco	8 hr days; flex scheduling allowed	1.5x base hourly rate for all hrs over 8 or 40 hrs per week	8 hr days; flex scheduling allowed	1.5x base hourly rate for all hrs over 8 or 40 hrs per week
County of Alameda	N/A	1.5x	N/A	N/A
County of Contra Costa	8 hr days/5 days	1.5x over 8 hrs per day or 40 hrs per week	DNA	N/A
County of Fresno	8 hr days/5 days	1.5x	8 hr days/5 days	DNA
County of Kern	8 hr day/5 days, 10 hr day/4 days, and 12 hr day/3 days	DNA	8 hr day/5 days, 10 hr day/4 days, and 12 hr day/3 days	DNA
County of Los Angeles	8 hr days/5 days	1.5x over 40 hrs in 7 day work period	8 hr days/5 days	1.5x over 40 hrs in 7 day work period; OT comp banks may accrue up to 160 hrs
County of Mendocino	84 hrs in 14 days	Excess of 80 hrs for each 14 days	84 hrs in 14 days	Excess of 80 hrs for each 14 days; shifts that exceed 12 hrs

**TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Merced	DNA	N/A	DNA	N/A
County of Orange	8 hr days/5 days	1.5x	8 hr days/5 days	1.5x
County of Placer	DNA	1.5x	DNA	1.5x
County of Riverside	9 hrs days/80 hrs for two weeks	DNA	8 hr days/5 days	DNA
County of Sacramento	8 hr days/5 days, 10 hr days/4 days	OT given for more than 8 hrs a day or 10 hrs a day and for over 40 hrs a week	8 hr days/5 days	DNA
County of San Bernardino	DNA	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)	DNA	1.5x regular rate of pay for hrs worked in excess of scheduled shift or 80 hrs per pay period (12 hr employees get all hrs worked in excess of shift or 84 hrs per pay period) (In lieu of cash payment can request to accrue comp time at premium rate)
County of San Diego	8 hrs per day/10 day work period	Over 80 but less than 85 = straight time overtime Over 85 hrs = 1.5x OT	8 hrs per day/10 day work period	Over 80 but less than 85 = straight time overtime Over 85 hrs = 1.5x OT
County of San Joaquin	8 hr days/5 days	DNA	8 hr days/5 days	N/A
County of San Luis Obispo	8 hr days	DNA	8 hr days	DNA

**TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
County of Santa Clara	8 hr days/5 days	Hrs worked beyond 8 or 10 or beyond 40 hrs per week; time off with pay (comp time) earned at 1.5 hrs off for each hr worked; may be paid cash if authorized by administrative order of County Executive. Comp time paid off in cash at end of year and may be accrued to 2080 hrs	8 hr days/5 days	Hrs worked beyond 8 or 10 or beyond 40 hrs per week; time off with pay (comp time) earned at 1.5 hrs off for each hr worked; may be paid cash if authorized by administrative order of County Executive. Comp time paid off in cash at end of year and may be accrued to 2080 hrs
County of Stanislaus	DNA	N/A	DNA	N/A
County of Sutter	8 hr days/5 days	OT after 40 hrs in 7 days	DNA	DNA
County of Ventura	8 hr days/5 days	OT after 40 hrs in 7 days	8 hr days/5 days	OT after 40 hrs in 7 days
Arizona	DNA	DNA	DNA	DNA
Florida	40 hr week	1.5x	40 hr week	N/A
Illinois	DNA		DNA	
Nevada	DNA		DNA	
New York	8 hrs/day	1.5x for every hr over 172/28day	8 hrs/day	1.5x for every hr over 172/28day
Ohio	DNA		DNA	

**TABLE 1-E (Other Law Enforcement)
WORK WEEK SCHEDULES**

Agency	Investigator		Supervising Investigator	
	Daily/ Weekly	OT Rate	Daily/ Weekly	OT Rate
Oregon	8 hr days/5 days	1.5x over normal workday schedule or over 40 hrs within one work week; comp time may be accrued up to 80 hrs	8 hr days/5 days	N/A
Pennsylvania	8 hr days	1.5x	8 hr days	1.5x
Texas	40 hrs week	1.5x	40 hrs week	1.5x
Washington	40 hrs per week or 160 hrs in 28 day work period	1.5x over 40 hrs; maximum comp time is 120 hrs	No Comparable Class	
Federal Government (RUS)	DNA	DNA	DNA	DNA

Table 2 - Longevity Pay Practices

**TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	18 yrs 19 yrs 20 yrs 21 yrs 22 yrs 25 yrs	2% = \$115.24 3% = \$172.86 4% = \$230.48 5% = \$288.10 6% = \$345.72 8% = \$460.96	18 yrs 19 yrs 20 yrs 21 yrs 22 yrs 25 yrs	2% = \$140.16 3% = \$210.24 4% = \$280.32 5% = \$350.40 6% = \$420.48 8% = \$560.64	N/A		N/A	
City of Anaheim	DNA		DNA		DNA		No Comparable Class	
City of Bakersfield	N/A		N/A		N/A		No Comparable Class	
City of Chula Vista	N/A		N/A		N/A		No Comparable Class	
City of Fresno	N/A		N/A		N/A		No Comparable Class	
City of Long Beach	10+ yrs	5% = \$277.90	10 yrs +	5% = \$362.95	10 yrs+	5% = \$451.65	No Comparable Class	
City of Los Angeles	10 – 15 yrs 15 – 20 yrs 20+ yrs	\$170.52 \$341.04 \$513.30	10 – 15 yrs 15 – 20 yrs 20+ yrs	\$170.52 \$341.04 \$513.30	N/A		No Comparable Class	
City of Modesto	N/A		N/A		N/A		No Comparable Class	
City of Oakland	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	\$106.25 \$122.92 \$139.58 \$156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	\$106.25 \$122.92 \$139.58 \$156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	\$106.25 \$122.92 \$139.58 \$156.25	No Comparable Class	
City of Redding	N/A		N/A		N/A		No Comparable Class	
City of Riverside	N/A		N/A		N/A		No Comparable Class	

**TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
City of Roseville	10 yrs 15 yrs	2.5% = \$147.02 5% = \$294.05	10 yrs 15 yrs	2.5% = \$180.17 5% = \$360.35	10 yrs	2.5% = \$278.43	No Comparable Class	
City of Sacramento	N/A		N/A		N/A		No Comparable Class	
City of San Diego	N/A		N/A		N/A		No Comparable Class	
City of San Jose	N/A		N/A		N/A		No Comparable Class	
City of Santa Ana	N/A		N/A		N/A		No Comparable Class	
City of Stockton	6 yrs 9 yrs 12 yrs 18 yrs 24 yrs	5% = \$270.95 7% = \$379.33 12% = \$650.28 14% = \$758.66 19% = \$1029.61	15 yrs	5% = \$320.15	12 yrs 18 yrs 24 yrs	4% = \$406.16 6% = \$609.24 8% = \$812.32	No Comparable Class	
City/County of San Francisco	23 yrs	2% = \$143.25	23 yrs	2% = \$166.48	23 yrs	2% = \$223.30	No Comparable Class	
County of Alameda	N/A		N/A		N/A		No Comparable Class	
County of Contra Costa	N/A		N/A		10 yrs 15 yrs	2.5% = \$261.47 5% = \$522.95	No Comparable Class	
County of Fresno	N/A		N/A		N/A		No Comparable Class	
County of Kern	30yrs +	2% = \$94.82	30yrs +	2% = \$119.28	30yrs +	2% = \$177.74	No Comparable Class	

**TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Los Angeles	19 yrs 24 yrs 29 yrs	3% = \$174.39 7% = \$406.91 11% = \$639.43	After 19 yrs After 24 yrs After 29 yrs Max of	3% = \$219.89 7% = \$513.10 11% = \$806.30	After 19 yrs After 24 yrs After 29 yrs Max of	3% = \$321.46 7% = \$750.05 11% = \$1178.65	No Comparable Class	
County of Mendocino	5 yrs 10 yrs	3% = \$126 10% = \$210	5 yrs 10 yrs	3% = \$154 10% = \$258	10yrs = 5yrs @ step E 15yrs = 10yrs @ step E 20yrs = 15yrs @ step E	2.5% = \$183.00 5% = \$366 7.5% = \$549.00	No Comparable Class	
County of Merced	N/A		N/A		N/A		No Comparable Class	
County of Orange	N/A		N/A		N/A		No Comparable Class	
County of Placer	5 - 10 yrs 20+ yrs	5% = \$235.75 10% = \$471.50	5 - 10 yrs 20+ yrs	5% = \$271.85 10% = \$543.71	5 - 10 yrs 20+ yrs	5% = \$431.45 10% = \$862.90	No Comparable Class	
County of Riverside	N/A		N/A		N/A		No Comparable Class	
County of Sacramento	N/A		N/A		N/A		No Comparable Class	
County of San Bernardino	N/A		N/A		N/A		No Comparable Class	
County of San Diego	N/A		N/A		N/A		No Comparable Class	

**TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of San Joaquin	N/A		15 yrs & Post Adv 24 yrs & Post Supv/Mgmt	2.5% = \$157.70 5% = \$315.40	15 yrs 24 yrs + Post Supv	1.5% = \$143.28 2.5% = \$238.80	No Comparable Class	
County of San Luis Obispo	N/A		N/A		N/A		No Comparable Class	
County of Santa Clara	N/A		N/A		N/A		No Comparable Class	
County of Stanislaus	N/A		N/A		N/A		No Comparable Class	
County of Sutter	N/A		N/A		N/A		No Comparable Class	
County of Ventura	N/A		N/A		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		No Comparable Class	
Florida	20 yrs	\$416.66	20 yrs	\$416.66	N/A		N/A	
Illinois	N/A		N/A		N/A		DNA	
Nevada	20 yrs	\$88.00	20 yrs	\$88.00	20 yrs	\$88.00	20 yrs	\$88.00
New York	20 yrs	\$833.00	20 yrs	\$833.00	5 yrs 10 yrs 15 yrs	\$500 \$1000 \$1500	5 yrs 10 yrs 15 yrs	\$500 \$1000 \$1500
Ohio	20 yrs	\$99.00	20yrs	\$127	DNA		DNA	
Oregon	N/A		N/A		N/A		N/A	

**TABLE 2-A (Patrol)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
Pennsylvania	20 yrs	\$1,184.00	20 yrs	\$1,154	DNA	DNA	DNA	DNA
Texas	20 yrs	\$200	20 yrs	\$200	20 yrs	\$200	20 yrs	\$200
Washington	20 yrs	\$400.00	20 yrs	\$400.00	20 yrs	\$400.00	N/A	
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 2-B (Corrections)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	17 yrs 18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25+ yrs	1% = \$61.44 2% = \$122.88 3% = \$184.32 4% = \$245.76 5% = \$307.20 6% = \$368.64 8% = \$491.52	17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$66.83 2% = \$133.66 3% = \$200.49 4% = \$267.32 5% = \$334.15 7% = \$467.81	N/A	N/A
City/County of San Francisco	5 yrs	2% = \$125.32	5 yrs	2% = \$153.16	5 yrs	2% = \$201.28
County of Alameda	N/A		N/A		N/A	
County of Contra Costa	N/A		N/A		10 yrs 15 yrs	2.5% = \$261.47 5% = \$522.95
County of Fresno	N/A		N/A		N/A	
County of Kern	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = \$80.04 4% = \$160.08 6% = \$240.12 8% = \$320.16 10% = \$400.20	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = \$100.68 4% = \$201.36 6% = \$302.04 8% = \$402.72 10% = \$503.30	30yrs +	2% = \$166
County of Los Angeles	After 19 yrs After 24 yrs After 29 yrs	3% = \$174.39 7% = \$406.91 11% = \$639.43	After 19 yrs After 24 yrs After 29 yrs	3% = \$219.89 7% = \$513.10 11% = \$806.30	After 19 yrs After 24 yrs After 29 yrs	3% = \$321.46 7% = \$750.05 11% = \$1,178.67
County of Mendocino	5 yrs 10 yrs	3% = \$121 5% = \$202	5 yrs 10 yrs	3% = \$154 5% = \$258	10 yrs 15 yrs 20 yrs	2.5% = \$183 5% = \$366 7.5% = \$549
County of Merced	N/A		N/A		N/A	
County of Orange	N/A		N/A		N/A	

**TABLE 2-B (Corrections)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Placer	5 yrs 20 yrs	5% = \$218.31 10% = 436.62	5 yrs 20 yrs	5% = \$240.70 10% = \$481.40	5 yrs 20 yrs	5% = \$431.45 10% = \$862.90
County of Riverside	N/A		N/A		N/A	
County of Sacramento	N/A		N/A		N/A	
County of San Bernardino	N/A		N/A		N/A	
County of San Diego	N/A		N/A		N/A	
County of San Joaquin	20 yrs	1% = \$45.93	20 yrs	1% = \$54.76	Supv. Post + 15 years of service Supv Post + 24 years of service	1.5% = \$143.28 2.5% = \$238.8
County of San Luis Obispo	N/A		N/A		N/A	
County of Santa Clara	N/A		N/A		N/A	
County of Stanislaus	DNA		DNA		N/A	
County of Sutter	N/A		N/A		N/A	
County of Ventura	N/A		N/A		N/A	
Arizona	N/A		N/A		N/A	

**TABLE 2-B (Corrections)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	20 yrs	\$88.00	20 yrs	\$88.00	20 yrs	\$88.00
New York	20 yrs	\$646	20 yrs	\$791	DNA	DNA
Ohio	20 yrs	\$80	20 yrs	\$88.00	20 yrs	\$122
Oregon	DNA		DNA		DNA	
Pennsylvania	20 yrs	\$845	20 yrs	\$1010	5 yrs 28 yrs	Minimum: 4% base pay after 5 yrs Maximum: 27% of base pay after 28 yrs
Texas	20 yrs	\$200	20 yrs	\$200	20 yrs	\$200
Washington	DNA		DNA		20 yrs	\$283
Federal Government (RUS)	N/A		No Comparable Class		N/A	

**TABLE 2-C (Corrections)
LONGEVITY PAY**

Agency	Warden		Parole Agent	
	Years of Service	Amount	Years of Service	Amount
DPA	N/A		17 yrs 18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25+ yrs	1% = \$74.37 2% = \$148.74 3% = \$223.11 4% = \$297.48 5% = \$371.85 6% = \$446.22 8% = \$594.96
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	20 yrs	\$88.00	20 yrs	\$88.00
New York	5 yrs 10 yrs 15 yrs	\$500 \$1000 \$1500	DNA	
Ohio	20 yrs	\$239	DNA	
Oregon	DNA		DNA	
Pennsylvania	N/A		N/A	
Texas	20 yrs	\$200	20 yrs	\$200

**TABLE 2-C (Corrections)
LONGEVITY PAY**

Agency	Warden		Parole Agent	
	Years of Service	Amount	Years of Service	Amount
Washington	DNA		DNA	
Federal Government (RUS)	N/A		N/A	

**TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
DPA	17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$66.74 2% = \$133.48 3% = \$200.22 4% = \$266.96 5% = \$333.70 7% = \$467.18	17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$81.26 2% = \$162.52 3% = \$243.78 4% = \$325.04 5% = \$406.30 7% = \$568.82	N/A		17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$47.86 2% = \$95.72 3% = \$143.58 4% = \$191.44 5% = \$239.30 7% = \$335.02 -
City of Anaheim	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		N/A		N/A	
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		N/A		N/A	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		N/A	N/A	No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = \$130.48 4% = \$260.96 6% = \$391.44 8% = \$521.92 10% = \$652.40	10 yrs 15 yrs 20 yrs 25 yrs 30 yrs	2% = \$74.67 4% = \$149.28 6% = \$223.93 8% = \$298.56 10% = \$373.20
County of Los Angeles	No Comparable Class		No Comparable Class		N/A		N/A	

**TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 2-D (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount	Years of Service	Amount
County of Ventura	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		N/A	
Florida	3-6yrs 6-10 yrs 10-16 yrs 16 + yrs	\$250 \$416.66 \$333.33 \$250	3-6yrs 6-10 yrs 10-16 yrs 16 + yrs	\$250 \$416.66 \$333.33 \$250	DNA		No Comparable Class	
Illinois	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
Nevada	20 yrs	\$88.00	20 yrs	\$88.00	No Comparable Class		\$88.00	
New York	DNA		DNA		DNA		20 yrs	\$607
Ohio	DNA		DNA		After 5 years service-0.5% x # years x first step of class pay rate for a total of 20 years		After 5 years service-0.5% x # years x first step of class pay rate for a total of 20 years	
Oregon	N/A		No Comparable Class		DNA		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		N/A	
Texas	No Comparable Class		No Comparable Class		20 yrs	\$200.00	No Comparable Class	
Washington	DNA		DNA		DNA		DNA	
Federal Government (RUS)	N/A		N/A		N/A		N/A	

**TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
DPA	17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$57.05 2% = \$114.10 3% = \$171.15 4% = \$228.20 5% = \$285.25 7% = \$399.35	17-18 yrs 19 yrs 20 yrs 21 yrs 22-24 yrs 25 yrs	1% = \$62.65 2% = \$125.30 3% = \$187.95 4% = \$250.60 5% = \$313.25 7% = \$438.55
City of Anaheim	DNA		DNA	
City of Bakersfield	N/A		N/A	
City of Chula Vista	N/A		N/A	
City of Fresno	N/A		N/A	
City of Long Beach	10+ yrs	5% = \$292.90	10+ yrs	5% = \$377.95
City of Los Angeles	10 – 15 yrs = \$170.52 15 – 20 yrs = \$341.04 20+ yrs = \$513.30		DNA	
City of Modesto	N/A		N/A	
City of Oakland	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	\$106.25 \$122.92 \$139.58 \$156.25	7-9 yrs 10-14 yrs 15-19 yrs 20+ yrs	\$106.25 \$122.92 \$139.58 \$156.25
City of Redding	N/A		N/A	
City of Riverside	N/A		N/A	

**TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
City of Roseville	10 yrs 15 yrs	2.5% = \$147.02 5% = \$294.05	10 yrs 15 yrs	2.5% = \$180.17 5% = \$360.35
City of Sacramento	N/A		N/A	
City of San Diego	N/A		N/A	
City of San Jose	DNA		DNA	
City of Santa Ana	N/A		DNA	
City of Stockton	6 yrs 9 yrs 12 yrs 18 yrs 24 yrs	5% = \$270.95 7% = \$379.33 12% = \$650.28 14% = \$758.66 19% = \$1029.61	15	5% = \$320.15
City/County of San Francisco	N/A		N/A	
County of Alameda	N/A		N/A	
County of Contra Costa	N/A		10 yrs 15 yrs 15 yrs + Post and 4 years as peace officer and age 35	2.5% = \$216.68 5% = \$433.35 Additional 5% = \$433.35 Max = 10% = \$867
County of Fresno	N/A		N/A	
County of Kern	30+ yrs	2% = \$126.64	30+ yrs	2% = \$139.22

**TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
County of Los Angeles	19 yrs 24 yrs 29 yrs	3% = \$218.25 7% = \$509.25 11% = \$800.25	19+ yrs 24+ yrs 29+ yrs	3% = \$232.17 7% = \$541.73 11% = \$851.29 Cumulative total of 11% = \$851.29
County of Mendocino	N/A		N/A	
County of Merced	N/A		N/A	
County of Orange	N/A		DNA	
County of Placer	5 - 10 yrs 20+ yrs	5% = \$284.85 10% = \$568.90	5 - 10 yrs 20+ yrs	5% = \$334.05 10% = \$668.10
County of Riverside	N/A		N/A	
County of Sacramento	N/A		N/A	
County of San Bernardino	N/A		N/A	
County of San Diego	N/A		N/A	
County of San Joaquin	N/A		Supervisor POST plus 15 yrs, Supervisor POST plus 24 yrs	15 Years= 1.5% = \$107.98 24 Years = 2.5% = \$179.97
County of San Luis Obispo	N/A		N/A	
County of Santa Clara	DNA		DNA	

**TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
County of Stanislaus	N/A		N/A	
County of Sutter	N/A		N/A	
County of Ventura	N/A		N/A	
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	20 yrs	\$88.00	20 yrs	\$88.00
New York	20 yrs	\$833.00	20 yrs	\$833.00
Ohio	20 yrs	\$105	20 yrs	\$134
Oregon	N/A		N/A	
Pennsylvania	20 yrs	\$1184	20 yrs	\$1154
Texas	20 yrs	\$200	20 yrs	\$200
Washington	DNA		No Comparable Class	

**TABLE 2-E (Other Law Enforcement)
LONGEVITY PAY
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Years of Service	Amount	Years of Service	Amount
Federal Government (RUS)	N/A		N/A	

Table 3 - Fitness Pay Practices

**TABLE 3-A (Patrol)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
DPA	\$65 per month less then 5 yrs \$130 per month more than 5 yrs	\$65 per month less then 5 yrs \$130 per month more than 5 yrs	\$65 per month less then 5 yrs \$130 per month more than 5 yrs	\$65 per month less then 5 yrs \$130 per month more than 5 yrs
City of Anaheim	Police Wellness Incentive Program = Up to \$200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	Police Wellness Incentive Program = Up to \$200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	DNA	No Comparable Class
City of Bakersfield	N/A	N/A	N/A	No Comparable Class
City of Chula Vista	N/A	N/A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class
City of Long Beach	\$74.17 (voluntary program)	\$74.17 (voluntary program)	\$74.17 (voluntary program)	No Comparable Class
City of Los Angeles	N/A	N/A	N/A	No Comparable Class
City of Modesto	N/A	N/A	N/A	No Comparable Class
City of Oakland	N/A	N/A	N/A	No Comparable Class
City of Redding	Wellness Incentive - \$25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	Wellness Incentive - \$25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	Wellness Incentive - \$25/mo toward a gym w/proof of attendance w/avg of 2X/week minimum attendance per quarter	No Comparable Class
City of Riverside	N/A	N/A	N/A	No Comparable Class

**TABLE 3-A (Patrol)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
City of Roseville	N/A	N/A	N/A	No Comparable Class
City of Sacramento	N/A	N/A	N/A	No Comparable Class
City of San Diego	N/A	N/A	N/A	No Comparable Class
City of San Jose	N/A	N/A	N/A	No Comparable Class
City of Santa Ana	N/A	N/A	N/A	No Comparable Class
City of Stockton	N/A	N/A	N/A	No Comparable Class
City/County of San Francisco	DNA	DNA	DNA	No Comparable Class
County of Alameda	\$179.36 - limited participation	\$214.07 - limited participation	N/A	No Comparable Class
County of Contra Costa	N/A	N/A	N/A	No Comparable Class
County of Fresno	N/A	N/A	N/A	No Comparable Class
County of Kern	N/A	N/A	N/A	No Comparable Class
County of Los Angeles	N/A	N/A	N/A	No Comparable Class
County of Mendocino	N/A	N/A	N/A	No Comparable Class
County of Merced	N/A	N/A	N/A	No Comparable Class

**TABLE 3-A (Patrol)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
County of Orange	N/A	N/A	N/A	No Comparable Class
County of Placer	5% = \$235.75 (requires physical exam)	5% = \$271.85 (requires physical exam))	5% = \$431.45 (requires physical exam)	No Comparable Class
County of Riverside	N/A	N/A	N/A	No Comparable Class
County of Sacramento	N/A	N/A	N/A	No Comparable Class
County of San Bernardino	N/A	N/A	N/A	No Comparable Class
County of San Diego	N/A	N/A	N/A	No Comparable Class
County of San Joaquin	N/A	N/A	N/A	No Comparable Class
County of San Luis Obispo	N/A	N/A	\$16.66	No Comparable Class
County of Santa Clara	N/A	N/A	N/A	No Comparable Class
County of Stanislaus	N/A	N/A	N/A	No Comparable Class
County of Sutter	N/A	N/A	N/A	No Comparable Class
County of Ventura	N/A	N/A	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	N/A	N/A	N/A	N/A

**TABLE 3-A (Patrol)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
Illinois	N/A	N/A	N/A	DNA
Nevada	N/A	N/A	N/A	N/A
New York	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination	Receive amount based on performance of fitness examination
Ohio	\$90/mo = for passing min standard \$100/mo = yellow ribbon status \$110/mo = star status	N/A	N/A	N/A
Oregon	N/A	N/A	N/A	N/A
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A	N/A	N/A	N/A
Washington	\$10.41 - \$20.83 (payment based on fitness percentile)	\$10.41 - \$20.83 (payment based on fitness percentile)	N/A	N/A
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 3-B (Corrections)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
DPA	Less than 60 months of service = \$65 60 + months of service = \$130	Less than 60 months of service = \$65 60 + months of service = \$130	Less than 60 months of service = \$65 60 + months of service = \$130
City/County of San Francisco	N/A	N/A	N/A
County of Alameda	2.5% of base salary - program limited to 50 participants (voluntary; first come, first served)	2.5% of base salary - program limited to 50 participants (voluntary; first come, first served)	N/A
County of Contra Costa	N/A	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	N/A	N/A	N/A
County of Los Angeles	N/A	N/A	N/A
County of Mendocino	N/A	N/A	N/A
County of Merced	N/A	N/A	N/A
County of Orange	N/A	N/A	N/A
County of Placer	DNA	DNA	Wellness Incentive = 5% = \$431.45 (requires physical exam)
County of Riverside	N/A	N/A	N/A

**TABLE 3-B (Corrections)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
County of Sacramento	N/A	N/A	N/A
County of San Bernardino	N/A	N/A	N/A
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	N/A	N/A	\$16.66
County of Santa Clara	N/A	N/A	N/A
County of Stanislaus	N/A	N/A	N/A
County of Sutter	N/A	N/A	N/A
County of Ventura	N/A	N/A	N/A
Arizona	N/A	N/A	N/A
Florida	N/A	N/A	N/A
Illinois	DNA	DNA	DNA
Nevada	N/A	N/A	N/A
New York	N/A	N/A	N/A

**TABLE 3-B (Corrections)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
Ohio	N/A	N/A	N/A
Oregon	DNA	DNA	DNA
Pennsylvania	N/A	N/A	N/A
Texas	N/A	N/A	N/A
Washington	DNA	DNA	DNA
Federal Government (RUS)	N/A	No Comparable Class	N/A

**TABLE 3-C (Corrections)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Warden	Parole Agent
DPA	Less than 5 yrs= \$65 5 or more yrs = \$130	Less than 5 yrs= \$65 5 or more yrs = \$130
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA
Nevada	N/A	N/A
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	N/A	N/A
Washington	DNA	DNA
Federal Government -(RUS)	N/A	N/A

**TABLE 3-D (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
DPA	\$65	\$65	N/A	\$65
City of Anaheim	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	N/A	N/A
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class

**TABLE 3-D (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	DNA
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City/County of San Francisco	No Comparable Class	No Comparable Class	N/A	N/A
County of Alameda	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	N/A	N/A
County of Los Angeles	No Comparable Class	No Comparable Class	N/A	N/A
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 3-D (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of Sacramento	No Comparable Class	No Comparable Class	N/A	N/A
County of San Bernardino	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Ventura	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	No Comparable Class
Illinois	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	No Comparable Class	N/A
New York	DNA	DNA	N/A	N/A

**TABLE 3-D (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
Ohio	DNA	DNA	N/A	Bi-weekly - \$10.00 if successfully complete minimum standardized annual fitness test
Oregon	DNA	No Comparable Class	DNA	No Comparable Class
Pennsylvania	DNA	DNA	DNA	N/A
Texas	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Washington	DNA	DNA	DNA	DNA
Federal Government (RUS)	N/A	N/A	N/A	N/A

**TABLE 3-E (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
DPA	\$65	\$65
City of Anaheim	Police Wellness Incentive Program = Up to \$200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)	Police Wellness Incentive Program = Up to \$200 for annual health club membership (and up to 12 hrs leave if passing the Wellness Incentive Program)
City of Bakersfield	N/A	N/A
City of Chula Vista	N/A	N/A
City of Fresno	N/A	N/A
City of Long Beach	\$74.17 (voluntary program)	\$74.17 (voluntary program)
City of Los Angeles	N/A	DNA
City of Modesto	N/A	N/A
City of Oakland	N/A	N/A
City of Redding	Wellness Incentive - \$25 toward a gym w/proof of attendance w/avg of 2x/week minimum attendance per quarter	Wellness Incentive - \$25 toward a gym w/proof of attendance w/avg of 2x/week minimum attendance per quarter
City of Riverside	N/A	N/A
City of Roseville	N/A	N/A

**TABLE 3-E (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
City of Sacramento	N/A	N/A
City of San Diego	N/A	N/A
City of San Jose	DNA	DNA
City of Santa Ana	N/A	N/A
City of Stockton	N/A	N/A
City/County of San Francisco	N/A	N/A
County of Alameda	N/A	N/A
County of Contra Costa	N/A	N/A
County of Fresno	N/A	N/A
County of Kern	N/A	N/A
County of Los Angeles	N/A	N/A
County of Mendocino	N/A	N/A
County of Merced	N/A	N/A
County of Orange	N/A	N/A

**TABLE 3-E (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
County of Placer	N/A	N/A
County of Riverside	N/A	N/A
County of Sacramento	N/A	N/A
County of San Bernardino	DNA	DNA
County of San Diego	N/A	N/A
County of San Joaquin	N/A	N/A
County of San Luis Obispo	\$16.67 to spend on gym membership, smoking cessation, etc.	\$16.67 to spend on gym membership, smoking cessation, etc.
County of Santa Clara	DNA	DNA
County of Stanislaus	N/A	N/A
County of Sutter	N/A	N/A
County of Ventura	N/A	N/A
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA

**TABLE 3-E (Other Law Enforcement)
FITNESS PAY PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
Nevada	DNA	DNA
New York	N/A	N/A
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	N/A	N/A
Washington	DNA	No Comparable Class
Federal Government (RUS)	DNA	DNA

Table 4 - Education Incentive Practices

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
DPA	Post Int. = 2.5% = \$144.05 Post Adv. = 5% = \$288.10 AA = 2.5% = \$144.05 BA = 5% = \$288.10 Maximum = 5% = \$288.10	Post Int. = 2.5% = \$175.20 Post Adv. = 5% = \$350.40 AA = 2.5% = \$175.20 BA = 5% = \$350.40 Maximum = 5% = \$350.40	N/A	N/A
City of Anaheim	Post Int. = 10% = \$616.40 Post Adv. = 12.5% = \$770.50 Other = Police officers designated as "Senior Master Intermediate" get 12.5% = \$770.50 - defined as one year experience outside uniform patrol with an intermediate Post/ Police officers designated as "Senior Master Advanced" get 15% = \$924.60 - defined as one year experience outside uniform patrol with an Advanced Post	Post Adv. = 2.25% = \$187.24	N/A	No Comparable Class
	Maximum = 15% = \$924.60	Maximum = 2.25% = \$187.24		
City of Bakersfield	Post Int. = 5% = \$253.10 Post Adv. = 5% = \$253.10	Post Adv. = 5% = \$357.35 Post Supv. = 10% = \$714.68	Post Adv. = 5% = \$510 Post Int. = 5% = \$510 AA = 5% = \$510	No Comparable Class
	Maximum = 10% = \$506.20	Maximum = 10% = \$714.68	Maximum = 10% = \$1,020	
City of Chula Vista	Post Supv. = \$300 Post Adv. = \$300 AA = \$200 BA = \$300 or \$350 if also has Post supv.	Post Adv. = \$300 Post Supv. = \$300 AA = \$200 BA = \$300 or \$350 if also has Post supv.	DNA	No Comparable Class
	Maximum = \$300 not cumulative	Maximum = \$350 not cumulative	Maximum = DNA	
City of Fresno	Post Int. = 2% = \$116.20 Post Adv. = 4% = \$232.40 BA = 3% = \$174.30	Post Int. = 2% = \$136 Post Adv. = 4% = \$272 BA = 3% = \$204 MA or Doctorate = 5% = \$340	N/A	No Comparable Class
	Maximum = 4% = \$232.40	Maximum = 4% = \$272		

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Long Beach	AA = \$175 BA = \$350 MA = \$450	AA = \$175 BA = \$350 MA = \$450	N/A	No Comparable Class
	Maximum = \$350	Maximum = \$350		
City of Los Angeles	Post Basic = 3% = \$186.36 Post Int. = 1% = \$62.14 Post Adv. = 2% = \$124.28	Post Basic = 3% = \$244.71 Post Int. = 1% = \$81.57 Post Adv. = 2% = \$163.14	Post Supv. = 3% = \$357.30 Post Mgmt. = 3% = \$357.30 Post Bonus = 1% = \$119.10 Other (Continuing Education Bonus) = 1% = \$119.10	No Comparable Class
	Maximum = 6% = \$372.84	Maximum = 6% = \$489.42	Maximum = 5% = \$595.50	
City of Modesto	Post Int. = 1% = \$51.37 Post Adv. = 2% = \$102.74	MA = 1.5% = \$101.41 Other (JD) = 1.5% = \$101.41	MA = 1.5% = \$141.04 Other (JD) = 1.5% = \$141.04	No Comparable Class
	Maximum = 2% = \$102.74	N/A	Maximum = 1.5% = \$141.04	
City of Oakland	Post Int. = 1% = \$72.64 Post Adv. = 4% = \$290.56 AA = 1% = \$72.64 BA = 4% = \$290.56 MA = 5% = \$363.20	Post Supv. = 1% = \$83.82 AA = 1% = \$83.82 BA = 4% = \$335.24 MA = 5% = \$419.05 Other Post Supv = 4% = \$335.24	Post Supv = 1% = \$123.79 Post Mgmt. = 4% = \$495.16 AA = 1% = \$123.79 BA = 4% = \$495.16 MA = 5% = \$618.95	No Comparable Class
	Maximum = 4% = \$290.56	Maximum = 4% = \$335.24	Maximum = 5% = \$618.95	
City of Redding	Post Int. = 2.5% = \$136.52 Post Adv. = 5% = \$273.05 AA = 2.5% = \$136.52 BA = 5% = \$273.05 (plus an additional \$10.83/mo)	Post Int. = 2.5% = \$176.25 Post Adv. = 5% = \$352.50 AA or 60 semester units = 2.5% = \$176.25 BA or 120 semester units = 5% = \$352.50 MA = 7.5% = \$528.75 (plus an additional \$8.33/mo)	Post Adv. = 5% = \$448.20 AA or 60 semester units = 2.5% = \$224.10 BA or 120 semester units = 5% = \$448.20 MA = 7.5% = \$672.30 Other (Post Intermediate) = 2.5% = \$224.10 (plus and additional \$8.33/mo)	No Comparable Class
	Maximum = Non-cumulative 5% (+ \$10.83) = \$283.88	Maximum = Non-Cumulative 5% = \$360.83	Maximum = Non-cumulative \$456.53	

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Riverside	Post Int. = 7.5% = \$468.37 Post Adv. = 12.5% = \$780.62	Post Int. = 7.5% = \$597.60 Post Adv. = 12.5% = \$996.00	DNA	No Comparable Class
	Maximum = 12.5% = \$780.62	Maximum = 12.5% = \$996.00		
City of Roseville	Post Int. = 5% = \$294.05 Post Adv. = 10% = \$588.10 AA = 5% = \$294.05 BA = 10% = \$588.10 Other (BA in unrelated field) = 5% \$294.05	Post Int. = 5% = \$360.35 Post Adv. = 10% = \$720.70 AA = 5% = \$360.35 BA = 10% = \$720.70 Other (BA of non-related field = 5% = \$360.35	N/A	No Comparable Class
	Maximum = 10% = \$588.10	Maximum = 10% = \$720.70		
City of Sacramento	Post Int. = 5% = \$256.25 Post Basic = 5% = \$256.25 BA = 5% = \$256.25	Post Adv. = 5% = \$328.25 Post Int. = 5% = \$328.35 BA = 5% = \$328.25	N/A	No Comparable Class
	Maximum = 15% = \$768.75	Maximum = 15% = \$984.75		
City of San Diego	Post Int. = 5% = \$281.00 Post Adv. = 7.5% = \$421.50	Post Int. = 5% = \$341.25 Post Adv. = 7.5% = \$511.87	Post Int. = 5% = \$513.60 Post Adv. = 7.5% = \$770.40	No Comparable Class
	Maximum = 7.5% = \$421.50	Maximum = 7.5% = \$511.87	Maximum = 7.5% = \$770.40	
City of San Jose	Post Int. = 5% = \$358.70 Post Adv. = 7.5% = \$538.05	Post Int. = 5% = \$415.30 Post Adv. = 7.5% = \$622.95	Post Adv. = 7.5% = \$834.82	No Comparable Class
	Maximum = 7.5% = \$538.05	Maximum = 7.5% = \$622.95	Maximum = 7.5% = \$834.82	
City of Santa Ana	Other 5 yrs experience + 60 college units = 7.5% = \$460.50 7 yrs experience + 90 college units or AA + 30 units = 12.5% = \$767.50 9 yrs experience + 120 college units or AA + 60 units = 15% = \$921	5 yrs experience + 60 college units = 7.5% = \$567.83 7 yrs experience + 90 college units or AA + 30 units = 12.5% = \$946.37 9 yrs experience + 120 college units or AA + 60 units = 15% = \$1,135.65	For FBI national academy = 5% = \$590.80 CA Command College = 5% = \$590.80 West Point Leadership Program = 2.5% = \$295.40 Police Exec. Research Forum = 2.5% = \$295.40	No Comparable Class
	Maximum = 15% = \$921	Maximum = 15% = \$1,135.65	Maximum = 7.5% = \$886.20	

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
City of Stockton	Post Int. = 3% = \$162.57 Post Adv. = 6% = \$325.14 AA = 3% = \$162.57	Post Int. = 3% = \$192.09 Post Adv. = 6% = \$384.18 AA = 3% = \$192.09	Post Supv. = 6% = \$609.24 Post Mgmt. = 3% = \$304.62 AA/BA/MA (above what is required) = 3% = \$304.62	No Comparable Class
	Maximum = 9% = \$487.71	Maximum = 9% = \$576.27	Maximum = 12% = \$1,218.48	
City/County of San Francisco	Post Int. = 4% = \$286.68 Post Adv. = 6% = \$430.02	Post Int. = 4% = \$332.96 Post Adv. = 6% = \$499.44	Post Adv. = 6% = \$669.69 Post Inter = 4% = \$446.40	No Comparable Class
	Maximum = 6% = \$430.02	Maximum = 6% = \$499.44	Maximum = 6% = \$669.60	
County of Alameda	Post Int. = 2.5% = \$179.36 Post Adv. = 6% = \$430.44 MA = 2.5% = \$179.36	Post Int. = 2.5% = \$214.07 Post Adv. = 6% = \$513.78 MA = 2.5% = \$214.07	Post Int. = 2.5% = \$298.75 Post Adv. = 6% = \$717 AA = 2.5% = \$298.75 BA = 6% = \$717 MA = 7.5% = \$896.25 Other (Approved 30 hrs or 3 quarter units completed annually) = 2.5% = \$298.75	No Comparable Class
	Maximum = 6% = \$430.44	Maximum = 6% = \$513.78	Maximum = 7.5% = \$896.25	
County of Contra Costa	Post Int. = 2.5% = \$159.22 Post Adv. = 2.5% = \$159.22	Post Int. = 2.5% = \$184.17 Post Adv. = 2.5% = \$184.17	Post Mgmt. & BA = 2.5% = \$261.47 Post Mgmt. & MA = 5% = \$522.95	No Comparable Class
	Maximum = 5% = \$318.45	Maximum = 5% = \$368.35	Maximum = 5% = \$522.95	
County of Fresno	Post Int. = 2.5% = \$138.97 Post Adv. = 5% = \$277.95	Post Int. = 2.5% = \$172.45 Post Adv. = 5% = \$344.90	Post Mgmt. = 5% = \$444.35	No Comparable Class
	Maximum = 5% = \$277.96	Maximum = 5% = \$344.90	Maximum = 5% = \$444.35	
County of Kern	Post Int. = 5% = \$237.05 Post Adv. = 7% = \$331.87	Post Int. = 5% = \$298.20 Post Adv. = 7% = \$417.48	Post Adv. = 5.1% = \$422.74 Post Mgmt. = 7.2% = \$596.81	No Comparable Class
	Maximum = 12% = \$568.92	Maximum = 12% = \$715.68	Maximum = 7.2% = \$596.81	

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Los Angeles	Post Basic = 6.5% = \$377.84 Post Int. = 9.5% = \$552.23 Post Adv. = 12.5% = \$726.62	Post Int. = 9.5% = \$696.35 Post Adv. = 12.5% = \$ 916.25 Post Sup. = 12.5% = \$916.25 Post Mngt = 12.5% = \$916.25	Post Basic = 5% = \$537.75 Post Int. = 8% = \$857.20 Post Adv. = 11% = \$1178.65 Post Exec. = 11% = \$1178.65	No Comparable Class
	Maximum = 12.5% = \$726.62	Maximum = 12.5% = \$916.25	Maximum = 11% = \$1178.65	
County of Mendocino	Post Int. = 5% = \$210.00 Post Adv. = 5% = \$210.00	Post Int. = 5% = \$256.90 Post Adv. = 5% = \$256.90	AA = 2.5% = \$183.00 Supervisory POST = 2.5% = \$183.00 BA = 5% = \$366 Management POST = 5% = \$366	No Comparable Class
	Maximum = 10% = \$420.00	Maximum = 10% = \$513.80	10% = \$732	
County of Merced	Post Int. = 2.5% = \$112.80 Post Adv. = 5% = \$225.60	Post Int. = 2.5% = \$133.95 Post Adv. = 5% = \$267.90	Post Int. = 2.5% = \$185.07 Post Adv. = 5% = \$370.15	No Comparable Class
	Maximum = 5% = \$225.60	Maximum = 5% = \$267.90	Maximum = 5% = \$370.15	
County of Orange	Post Int. = \$200 Post Adv. = \$350 Post Supv. = \$390	Post Int. = \$200 Post Adv. = \$350 Post Basic. = \$390	N/A	No Comparable Class
	Maximum = \$350	Maximum = \$390		
County of Placer	Post Basic = 5% = \$235.75 Post Int. = 5% = \$235.75 Post Adv. = 5% = \$235.75 AA = \$108.33 BA = \$162.50	Post Basic = 5% = \$271.85 Post Int. = 5% = \$271.85 Post Adv. = 5% = \$271.85 AA = \$108.33 BA = \$162.50	Post Basic = 5% = \$431.45 Post Int. = 5% = \$431.45 Post Adv. = 5% = \$431.45 AA = \$108.33 BA = \$162.50	No Comparable Class
	Maximum = \$869.75	Maximum = \$978.05	Maximum = \$1456.85	
County of Riverside	Post Int. = 6% = \$326.52 Post Adv. = 11% = \$598.62	Post Int. = 6% = \$448.38 Post Adv. = 11% = \$822.03	Post Adv. = 11% = \$1091.86 Post Int. = 6% = \$595.56	No Comparable Class
	Maximum = 11% = \$598.62	Maximum = 11% = \$822.03	Maximum = 11% = \$1091.86	
County of Sacramento	Post Int. = 5% = \$259.25 Post Adv. = 5% = \$259.25 AA = 5% = \$259.25 BA = 5% = \$259.25	Post Int. = 5% = \$300.67 Post Adv. = 5% = \$300.67 AA = 5% = \$300.67 BA = 5% = \$300.67	Post Int. = 5% = \$412.55 Post Adv. = 5% = \$412.55 AA = 5% = \$412.55 BA = 5% = \$412.55	No Comparable Class
	Maximum = 20% = \$1,037.00	Maximum = 20% = \$1,202.68	Maximum = 20% = \$1650.20	

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of San Bernardino	Post Int. = \$183.73 Post Adv. = \$365.73	Post Adv. = \$421.19 Post Supv. = \$639.59 Post Mgmt. = \$639.59	Post Adv. = 7% = \$662.34 Post Supv. = 11% = \$1040.82 Post Mgmt. = 11% = \$1040.82	No Comparable Class
	Maximum = \$365.73	Maximum = \$639.59	Maximum = 11% = \$1062.82	
County of San Diego	Post Int. = 5% = \$282.15 Post Adv. = 7.5% = \$423.23	Post Int. = 5% = \$340.60 Post Adv. = 7.5% = \$510.90	Post Mgmt. = 10% = \$901.10	No Comparable Class
	Maximum = 7.5% = \$423.23	Maximum = 7% = \$510.90	Maximum = 10% = \$901.10	
County of San Joaquin	Post Int. = 3% = \$159.48 Post Adv. = 10% = \$531.6	Post Supv. = 10% = \$630.8	Post Adv. = 10% = \$955.20 Post Supv = 11% = \$1050.72	No Comparable Class
	Maximum = 10% = \$531.60	Maximum = 10% = \$630.80	Maximum = 11% = \$1050.72	No Comparable Class
County of San Luis Obispo	Post Int. = \$75 Post Adv. = \$150 AA = \$75 BA = \$150	Post Int. = \$75 Post Adv. = \$150 AA = \$75 BA = \$150	N/A	No Comparable Class
	Maximum = \$150	Maximum = \$150	Maximum = N/A	
County of Santa Clara	Post Basic = 2.5% = \$167.05 Post Int. = 5% = \$334.10 Post Adv. = 7.5% = \$501.15	Post Int. = 2.5% = \$193.55 Post Adv. = 5% = \$387.10 Post Supv. = 7.5% = \$580.65	DNA	No Comparable Class
	Maximum = 7.5% = \$501.15	Maximum = 7.5% = \$580.65	Maximum = DNA	
County of Stanislaus	Post Int. = 2.5% = \$123.35 Post Adv. = 4% = \$197.36	Post Int. 2.5% = \$146.10 Post Adv. = 5% = \$292.20	DNA	No Comparable Class
	Maximum = 4% = \$197.36	Maximum = 5% = \$292.20		
County of Sutter	Post Int. = \$30 Post Adv. = \$50 AA = \$70 BA = \$90	Post Int. = \$30 Post Adv. = \$50 AA = \$70 BA = \$90	Post Int. = \$20 Post Adv. = \$40 AA = \$60 BA = \$80	No Comparable Class
	Maximum = \$90	Maximum = \$90	Maximum = \$80	

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Ventura	Post Int. = \$221.35 Post Adv. = \$332.02 AA = 2.5% = \$156.31 BA = 3.5% = \$218.83 MA = 5% = \$312.62 Other (all graduate degrees) = 5% = \$312.62	Post Int. = \$289.94 Post Adv. = \$434.92 AA = 2.5% = \$204.75 BA = 3.5% = \$286.65 MA = 5% = \$409.50 Other (all graduate degrees) = 5% = \$409.50	Post Mgmt. = 2.5% = \$303.81 AA = 2.5% = \$303.81 BA = 5% = \$607.62 MA = 7.5% = \$911.43	No Comparable Class
	Maximum = \$332.02	Maximum = \$434.92	Maximum = 7.5% = \$911.43	
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	AA = \$30 BA = \$50	AA = \$30 BA = \$50	AA = \$30 BA = \$50	AA = \$30 BA = \$50
	Maximum = Degree max is \$80 / For every 80 hrs of completed specialized approved training add \$20 w/ a max of \$120 / Total incentive cannot exceed \$130	Maximum = Degree max is \$80 / For every 80 hrs of completed specialized approved training add \$20 w/ a max of \$120 / Total incentive cannot exceed \$130	Maximum = Degree max is \$80 / For every 80 hrs of completed specialized approved training add \$20 w/ a max of \$120 / Total incentive cannot exceed \$130	Maximum = Degree max is \$80 / For every 80 hrs of completed specialized approved training add \$20 w/ a max of \$120 / Total incentive cannot exceed \$130
Illinois	N/A	N/A	N/A	DNA
Nevada	POST – DNA Education - N/A	POST – DNA Education - N/A	POST – DNA Education - N/A	POST – DNA Education - N/A
New York	AA = \$20.83 BA = \$41.66 MA = \$62.50	AA = \$20.83 BA = \$41.66 MA = \$62.50	AA = \$20.83 BA = \$41.66 MA = \$62.50	AA = \$20.83 BA = \$41.66 MA = \$62.50
	Maximum = \$42.00	Maximum = \$42.00	Maximum = \$42.00	Maximum = \$42.00
Ohio	N/A	N/A	N/A	N/A

**TABLE 4-A (Patrol)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer	Sergeant	Captain	Regional/Division Chief
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
Oregon	Post (DPSST) Int. = 3% = \$143.94 Post (DPSST) Adv. = 6% = \$287.88 AA = 3% = \$143.94 BA = 6% = \$287.88	Post (DPSST) Int. = 3% = \$196.08 Post (DPSST) Adv. = 6% = \$392.16 AA = 3% = \$196.08 BA = 6% = \$392.16	Post (DPSST Int.) = 3% = \$252.45 Post (DPSST) Adv. = 6% = \$504.90 AA = 3% = \$252.45 BA = 6% = \$504.90	DNA
	Maximum = 6% = \$287.88	Maximum = 6% = \$392.16	Maximum = 6% = \$504.90	
Pennsylvania	N/A	N/A	N/A	N/A
Texas	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150	DNA
	Maximum = \$100	Maximum = \$100	Maximum = \$100	
Washington	AA = 2% = \$96.28 BA = 4% = \$192.56	AA = 2% = \$110.74 BA = 4% = \$221.48	AA = 2% = \$152.34 BA = 4% = \$304.68	N/A
	Maximum = 4% = \$192.56	Maximum = 4% = \$221.48	Maximum = 4% = \$304.68	
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
DPA	AA: \$135 for 60+ complete units	AA: \$100 for 60+ complete units	N/A
	Maximum = \$135	Maximum = \$100	
City/County of San Francisco	Post Int. = 4% = \$250.64 Post Adv. = 6% = \$375.96	Post Int. = 4% = \$306.28 Post Adv. = 6% = \$459.42	Post Int. = 4% = \$402.56 Post Adv. = 6% = \$603.84
	Maximum = 6% = \$375.96	Maximum = 6% = \$459.42	Maximum = 6% = \$603.84
County of Alameda	Post Int. = 2.5% = \$179.36 Post Adv. = 6% = \$430.44 MA = 2.5% = \$179.36	Post Int. = 2.5% = \$214.07 Post Adv. = 6% = \$513.78 MA = 2.5% = \$214.07	Post Int. = 2.5% = \$298.75 Post Adv. = 6% = \$717 AA = 2.5% = \$298.75 BA = 6% = \$717 MA = 7.5% = \$896.25 Other (Approved 30 hrs or 3 quarter units completed annually) = 2.5% = \$298.75
	Maximum = 6% = \$430.44	Maximum = 6% = \$513.78	Maximum = 7.5% = \$896.25
County of Contra Costa	Post Int. = 2.5% = \$159.22 Post Adv. = 2.5% = \$159.22	Post Int. = 2.5% = \$184.17 Post Adv. = 2.5% = \$184.17	Post Mgmt. & BA = 2.5% = \$261.47 Post Mgmt. & MA = 5% = \$522.95
	Maximum = 5% = \$318.45	Maximum = 5% = \$368.35	Maximum = 2.5% = \$261.47
County of Fresno	Intermediate = 2.5% = \$103.78 Advanced Cert. = 5% = \$207.55	N/A	Post Mgmt. = 5% = \$409.15
	Maximum = 5% = \$207.55		Maximum = 5% = \$409.15
County of Kern	N/A	N/A	Post Adv. = 5.1% = \$422.74 Post Mgmt. = 7.2% = 596.81
			Maximum = 7.2% = \$596.81

**TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Los Angeles	Post Basic = 3% = \$174.39 Post Int. = 1% = \$58.13 Post Adv. = 2% = \$116.26	Post Int. = 3% = \$219.90 Post Adv. = 1% = \$73.30 Post Supv. = 2% = \$146.60	Post Supv. = 3% = \$321.45 Post Mgmt. = 3% = \$321.45 Post Bonus = 1% = \$107.15 Continuing Education = 1% = \$107.15
	Maximum = 6% = \$348.78	Maximum = 5% = \$366.50	Maximum = 5% = \$535.75
County of Mendocino	Post Int. = 5% = \$202 Post Adv. = 5% = \$202	Post Int. = 5% = \$257.65 Post Adv. = 5% = \$257.65	AA = 2.5% = \$183.00 Supervisory POST = 2.5% = \$183.00 BA = 5% = \$366 Management POST = 5% = \$366
	Maximum = 10% = \$404	Maximum = 10% = \$515.30	Maximum = 10% = \$732
County of Merced	Post Basic = 2.5% = 100.32 Post Int. = 5% = \$200.65 Other (Correctional certificate) = \$100	Other (Correctional certificate) = \$100	Post Adv. = 5% = \$370.15 Post Int. = 2.5% = \$185.07
	Maximum = 5% = \$200.65	Maximum = \$100	Maximum = 5% = \$370.15
County of Orange	Post Int. = \$200 Post Adv. = \$350 Other = \$390	Post Int. = \$200 Post Adv. = \$350 Post Supv. = \$390	N/A
	Maximum = \$390	Maximum = \$390	
County of Placer	N/A	N/A	Post Basic = 5% = \$431.45 Post Int = 5% = \$431.45 Post Adv. = 5% = \$431.45 AA = \$50/pp = \$108.33 BA = \$75 pp = \$162.50
			Maximum = \$1456.85
County of Riverside	N/A	N/A	Post Adv. = \$1091.86 Post Mgmt. = \$595.56
			Maximum = \$1091.86

**TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Sacramento	Post Int. = 5% = \$259.26 Post Adv. = 5% = \$259.26 AA = 5% = \$259.26 BA = 5% = \$259.26	Post Int. = 5% = \$300.67 Post Adv. = 5% = \$300.67 AA = 5% = \$300.67 BA = 5% = \$300.67	Post Int = 5% = \$412.55 Post Adv. = 5% = \$412.55 AA = 5% = \$412.55 BA = 5% = \$412.55
	Maximum = 20% = \$1,037.03	Maximum = 20% = \$1,202.68	Maximum = 20% = \$1650.20
County of San Bernardino	Post Int. = \$183.73 Post Adv. = \$365.73 Education/Certification Pay	Post Adv. = \$ 421.19 Post Supv = \$639.59 Post Mgmt. = \$639.59 Education/Certification Pay	Post Adv. = 7% = \$662.34 Post Supv. = 11% = \$1040.28 Post Mgmt. = 11% = \$1040.28
	Maximum = \$365.73	Maximum = \$639.59	Maximum = 11% = \$1040.28
County of San Diego	BA = \$244.50	BA = \$244	Post Mgmt. = 10% = \$901.10
	Maximum = 5% = \$244.50	Maximum = \$244	Maximum = \$901.10
County of San Joaquin	N/A	N/A	Post Adv. = 10% = \$955.20 Post Supv. = 11% = \$1050.72
			Maximum = 11% = \$1050.72
County of San Luis Obispo	Post Int. = \$75 Post Adv. = \$150 AA = \$75 BA = \$150	Post Int. = \$75 Post Adv. = \$150 AA = \$75 BA = \$150	N/A
	Maximum = \$150	Maximum = \$150	
County of Santa Clara	Post Basic = 2.5% = \$145.97 Post Int. = 5% = \$291.95 Post Adv. = 7.5% = \$437.92	Post Basic. = 2.5% = \$193.55 Post Int. = 5% = \$387.10 Post Adv. = 7.5% = \$580.65	DNA
	Maximum = 7.5% = \$437.92	Maximum = 7.5% = \$580.65	
County of Stanislaus	Post Int. (Custodial Level Cert I) = 2.5% = \$110.97 Post Adv. (Custodial Level Cert. II) = 4% = \$177.56	Post Adv. (Custodial Level Cert I) = 2.5% = \$133.45 Post Supv. (Custodial Level Cert. II) = 4% = \$213.50	N/A
	Maximum = 4% = \$177.56	Maximum = 4% = \$213.50	

**TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
County of Sutter	Post Int. = \$30 Post Adv. = \$50 AA = \$70 BA = \$90	Post Int. = \$30 Post Adv. = \$50 AA = \$70 BA = \$90	Post Int. = \$20 Post Adv. = \$40 AA = \$60 BA = \$80
	Maximum = \$90	Maximum = \$90	Maximum = \$80
County of Ventura	Post Int. = \$221.35 Post Adv. = \$332.02 AA = 2.5% = \$156.31 BA = 3.5% = \$218.83 MA = 5% = \$312.62 All graduate degrees = 5% = \$312.62	Post Int. = \$289.94 Post Adv. = \$434.92 AA = 2.5% = \$204.80 BA = 3.5% = \$286.65 MA = 5% = \$409.50 All graduate degrees = 5% = \$409.50	Post Mgmt. = 2.5% = \$264.17 AA = 2.5% = \$264.17 BA = 5% = \$528.35 MA = 7.5% = \$792.52
	Maximum = \$332.02	Maximum = \$434.92	Maximum = 7.5% = \$792.52
Arizona	N/A	N/A	N/A
Florida	AA = \$30 BA = \$50	AA = \$30 BA = \$50	AA = \$30 BA = \$50
	Maximum = Degree max is \$80/For every 80 hrs of completed specialized approved training, add \$20 with a max of \$120/Total incentive cannot exceed \$130	Maximum = Degree max is \$80/For every 80 hrs of completed specialized approved training, add \$20 with a max of \$120/Total incentive cannot exceed \$130	Maximum = Degree max is \$80/For every 80 hrs of completed specialized approved training, add \$20 with a max of \$120/Total incentive cannot exceed \$130
Illinois	DNA	DNA	DNA
Nevada	N/A	N/A	N/A
New York	DNA	DNA	DNA

**TABLE 4-B (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
	Type/Amount Monthly	Type/Amount Monthly	Type/Amount Monthly
Ohio	DNA	DNA	DNA
Oregon	DPSST Int. = 3% = \$115.39 DPSST Adv. = 6% = \$231.76	DPSST Int. = 3% = \$132.24 DPSST Adv. = 6% = \$264.48	DPSST Int. = 3% = \$188.76 DPSST Adv. = 6% = \$377.52
	Maximum = 6% = \$231.76	Maximum = 6% = \$264.48	Maximum = 6% = \$377.52
Pennsylvania	N/A	N/A	N/A
Texas	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150 Other = \$150	TCLEOSE Int = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150 Other = \$150	TCLEOSE Int = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150 Other = \$150
	Maximum = \$100	Maximum = \$100	Maximum = \$100
Washington	AA = 2% = \$64.16 BA = 4% = \$128.32	AA = 2% = \$70.80 BA = 4% = \$141.60	AA = 2% = \$141.66 BA = 4% = \$283.32
	Maximum = 4% = \$128.32	Maximum = 4% = \$141.60	Maximum = 4% = \$283.32
Federal Government (RUS)	N/A	No Comparable Class	N/A

**TABLE 4-C (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Warden	Parole Agent
	Type/Amount Monthly	Type/Amount Monthly
DPA	N/A	BA = \$135 for 60 units
		Maximum = \$135
Arizona	N/A	N/A
Florida	AA = \$30 BA = \$50 Specialized Training = \$20 every 80 hrs w/ max of \$120	Specialized Training = \$20 every 80 hrs w/ max of \$120
	Maximum = \$130	Maximum = \$120
Illinois	DNA	DNA
Nevada	N/A	N/A
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DPSST Advanced = 6% = \$305.88 DPSST Intermediate = 3% = \$115.5
		Maximum = 6% = \$305.88
Pennsylvania	N/A	N/A
Texas	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150
	Maximum = \$100	Maximum = \$100

**TABLE 4-C (Corrections)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Warden	Parole Agent
	Type/Amount Monthly	Type/Amount Monthly
Washington	DNA	DNA
Federal Government -(RUS)	N/A	N/A

**TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
DPA	Post Int. = \$50 Post Adv. = \$100 AA = \$50 BA = \$100		N/A		N/A		Post int. = \$50 Post Adv. = \$100 AA = \$50 BA = \$100	
	Maximum = \$100						Maximum = \$100	
City of Anaheim	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		N/A		N/A	
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		N/A	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		N/A		N/A	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		Post Int. = 2.5% = \$180.90 Post Adv. = 2.5% = \$180.90		No Comparable Class	
					Maximum =5% = \$361.80			
County of Fresno	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		N/A		N/A	
County of Los Angeles	No Comparable Class		No Comparable Class		N/A		Post Adv. = 12.5% = \$522.25 Post Basic = 6.5% = \$271.57 Post Intermediate = 9.5% = \$396.91	
							Maximum = 12.5% = \$522.25	

**TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		MA Degree= 5% = \$344.13		No Comparable Class	
					Maximum = 5% = \$344.13			
Arizona	N/A		N/A		N/A		N/A	
Florida	AA = \$30 if classification does not require degree BA = \$50 if classification does not require degree Other = For every 80 hrs of completed training add \$20 with a max of \$120		AA = \$30 if classification does not require degree BA = \$30 if classification does not require degree Other = For every 80 hrs of completed training add \$20 with a max of \$120		AA = \$30 if classification does not require degree BA = \$30 if classification does not require degree Other = For every 80 hrs of completed training add \$20 with a max of \$120		No Comparable Class	
	Maximum = \$130		Maximum = \$130		Maximum = \$130			
Illinois	DNA		DNA		DNA		N/A	
Nevada	Post- DNA Education- N/A		Post- DNA Education- N/A		No Comparable Class		Post- DNA Education- N/A	
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	DNA		No Comparable Class		DPSST Intermediate = 3% of base pay=\$164.79. DPSST Advanced = 6% of base pay=\$329.58 AA = 3%=\$164.79 BA = 6%=\$329.58		No Comparable Class	
					Maximum = 6%=\$329.58			

**TABLE 4-D (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Amount	Type	Amount	Type	Amount	Type	Amount
Pennsylvania	DNA		DNA		DNA		N/A	
Texas	No Comparable Class		No Comparable Class		TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150		No Comparable Class	
					Maximum =\$100			
Washington	DNA		DNA		N/A		N/A	
Federal Government (RUS)	N/A		N/A		N/A		N/A	

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
DPA	Post Int. = \$50 Post Adv. = \$100 AA = \$50 BA = \$100	Post Int. = \$50 Post Adv. = \$100 AA = \$50 BA = \$100
	Maximum = \$100	Maximum = \$100
City of Anaheim	Post Int. = 10%: \$631.80 Post Adv. = 12.5%: \$789.75 Police officers designated as "Senior Master Intermediate" get 12.5% - defined as one year experience outside uniform patrol with an intermediate Post/ Police officers designated as "Senior Master Advanced" get 15% (\$947.70) defined as one year experience outside uniform patrol with an Advanced Post	Post Adv. = 2.25% = \$187.24
	Maximum = 15%: \$947.70	Maximum = 2.25% = \$187.24
City of Bakersfield	Post Adv. = 5%: \$284.95 Post Int. = 5%: \$284.95	Post Adv. = 5% = \$357.35 Post Supv. = 10% = \$714.68
	Maximum = 10%: \$569.90	Maximum = 10% = \$714.68
City of Chula Vista	Post Supv. = \$300 Post Adv. = \$300 AA = \$200 BA = \$300 or \$350 if also has Post Supv.	Post Adv. = \$300 Post Supv. = \$300 AA = \$200 BA = \$300 or \$350 if also has Post Supv.
	Maximum = \$300	Maximum = \$350
City of Fresno	Post Int. = 2% = \$112.80 Post Adv. = 4% = \$225.60 BA = 3% = \$169.20 MA = 5% = \$282	Post Int. = 2% = \$136 Post Adv. = 4% = \$272 BA = 3% = \$204 MA or Doctorate = 5% = \$340
	Maximum = 4% = \$225.60	Maximum = 4% = \$272
City of Long Beach	AA = \$175 BA = \$350 MA = \$450	AA = \$175 BA = \$350 MA = \$450
	Maximum = \$350	Maximum = \$350

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
City of Los Angeles	Post Basic = 3%: \$231.81 Post Int. = 1%: \$77.27 Post Adv. = 2% = \$ 154.54	DNA
	Maximum = 6% = \$463.62	
City of Modesto	Post Int. = 1% = \$56.70 Post Adv. = 2%: \$113.40	MA = 1.5% = \$101.41
	Maximum = 2% = \$113.40	Maximum = N/A
City of Oakland	Post Int = 1% = \$72.64 Post Adv. = 4% = \$290.56 AA = 1% = \$72.64 BA = 4% = \$290.56 MA = 5% = \$363.20	Post Adv. = 1% = \$83.81 Post Supv.. = 4% = \$335.24 AA = 1% = \$83.81 BA = 4% = \$335.24 MA = 5% = \$419.05
	Maximum = 4% = \$290.56	Maximum = 4% = \$335.24
City of Redding	Post Adv. = 5% + \$10.83 = \$297.78 Post Inter = 2.5% + \$10.83 = \$154.30 AA = 2.5% + \$10.83 = \$154.30 BA = 5% + \$10.83 = \$297.78	Post Inter = 2.5% + \$8.33 = \$184.58 Post Adv = 5% + \$8.33 = \$360.83 AA = 2.5% + \$8.33 = \$184.58 BA = 5% + \$8.33 = \$360.83 MA = 7.5% + \$8.33 = \$537.08
	Maximum = 5% + \$10.83 = \$298	Maximum = 5% + \$8.33 = \$360.83
City of Riverside	Post Adv. = 12.5%: \$860.25 Post Int. = 7.5%: \$516.37	Post Int. = 7.5% = \$597.60 Post Adv. = 12.5% = \$996.00
	Maximum = 12.5% = \$860.25	Maximum = 12.5% = \$996.00
City of Roseville	Post Adv. = 10% \$588.10 Post Int. = 5% = \$294.05 AA = 5% = \$294.05 BA = 10% = \$588.10	Post Int. = 5% = \$360.35 Post Adv. = 10% = \$720.70 AA = 5% = \$360.35 BA = 10% = \$720.70 Other (BA of non-related field = 5% = \$360.35
	Maximum = 10% = \$588.10	Maximum = 10% = \$720.70

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
City of Sacramento	Post Adv. = 5% = \$269.05 Post Int. = 5% = \$269.05 BA = 5% = \$269.05	Post Adv. = 5% = \$328.25 Post Int. = 5% = \$328.35 BA = 5% = \$328.25
	Maximum = 15% = \$807.15	Maximum = 15% = \$984.75
City of San Diego	Post Adv. = 7.5% = \$442.57 Post Int. = 5% = \$295.05	Post Supv. = 7.5% = \$537.45 Post Int. = 5% = \$358.30
	Maximum = 7.5% \$442.57	Maximum = 7.5% = \$537.45
City of San Jose	DNA	DNA
City of Santa Ana	Other 5 yrs experience + 60 college units = 7.5% = \$472.05 7 yrs experience + 90 college units or AA + 30 units = 12.5% = \$786.75 9 yrs experience + 120 college units or AA + 60 units = 15% = \$944.10	5 yrs experience + 60 college units = 7.5% = \$582.07 7 yrs experience + 90 college units or AA + 30 units = 12.5% = \$970.12 9 yrs experience + 120 college units or AA + 60 units = 15% = \$1164.15
	Maximum = 15% = \$944	Maximum = 15% = \$1164.15
City of Stockton	Post Int. = 3% = \$162.57 Post Adv. = 6% = \$325.14 AA = 3% = \$162.57	Post Int. = 3% = \$192.09 Post Adv. = 6% = \$384.18 AA = 3% = \$192.09
	Maximum = 9% = \$488	Maximum = 9% = \$576.27
City/County of San Francisco	Post Adv. = 6% = \$476.82 Post Basic = 4% = \$317.88	Post Basic = 4% = \$345.72 Post Adv. = 6% = \$518.58
	Maximum = 6% \$476.82	Maximum = 6% \$518.58
County of Alameda	Completion of 3 units per year 7% = \$560.35	Completion of 3 units per year 7% = \$679.98
	Maximum = 7% = \$560.35	Maximum = 7% = \$679.98

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
County of Contra Costa	N/A	BA = (BA + Advanced Post) = 5% = \$433.35 MA = (MA + Advanced Post) = 7.5% = \$650.02 Advanced Post = 2.5% = \$216.67
		Maximum = 5% = \$433.35
County of Fresno	Post Adv. = 5% = \$319.65 Post Int. = 2.5% = \$159.82	N/A
	Maximum = 5% = \$319.65	
County of Kern	Post Adv. = 12% = \$759.84	Post Adv. = 12% = \$835.32
	Maximum = 12% = \$759.84	Maximum = 12% = \$835.32
County of Los Angeles	Post Adv. = 12.5% = \$909.37 Post Basic = 6.5% = \$472.87 Post Int. = 9.5% = \$691.12	Post Supv. = 12.5% = \$967.37 Post Int. = 9.5% = \$735.20 Post Adv. = 12.5% = \$967.37 Post Mgmt. = 12.5% = \$967.37
	Maximum = 12.5% = \$909.37	Maximum = 12.5% = \$967.37
County of Mendocino	Post Adv. = 5% = \$245.55 Post Int. = 5% = \$245.55	Post Int. = 5% = \$351.60 Post Adv. = 5% = \$351.60
	Maximum = 10% = \$491.10	Maximum = 10% = \$703.20
County of Merced	Post Adv. = 5% = \$252.65 Post Basic = 2.5% = \$126.33	Post Adv. = 5% = \$294.05 Post Basic = 2.5% = \$147.03
	Maximum = 5% = \$252.65	Maximum = 5% = \$294.05
County of Orange	Post Adv. = \$350 Post Supv. = \$390 Post Int. = \$200	Post Supv. = \$390 Post Adv. = \$350 Post Int. = \$200
	Maximum = \$390	Maximum = \$390

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
County of Placer	Post Basic = 5% = \$284.45 Post Int. = 5% = \$284.45 Post Adv. = 5% = \$284.45 AA = \$50 pay period = \$108.33 BA = \$75 pay period = \$162.50 MA = \$162.50	Post Basic = 5% = \$334.05 Post Int. = 5% = \$334.05 Post Adv. = 5% = \$334.05 AA = \$50 pay period \$108.33 BA = \$75 pay period \$162.50
	Maximum = \$1015.86	Maximum = \$1164.65
County of Riverside	Post Adv. = 11% = \$760.65 Post Int. = 6% = \$414.90	Post Adv. = 11% = \$949.85 Post Int. = 6% = \$518.10
	Maximum = 11% = \$760.65	Maximum = 11% = \$949.85
County of Sacramento	AA = 5% = \$333.40 BA = 5% = \$333.40 Post Int. = 5% = \$333.40 Post Adv. = 5% = \$333.40	AA = 5% = \$352.55 BA = 5% = \$352.55 Post Int. = 5% = \$352.55 Post Adv. = 5% = \$352.55
	Maximum = 20% = \$1146	Maximum = 20% = \$1410.20
County of San Bernardino	Post Supv. = \$183.73 Post Mgmt. = \$365.73	Post Adv. = \$462.80 Post Supv. = \$701.99 Post Mgmt. = \$701.99
	Maximum = \$365.73	Maximum = \$701.99
County of San Diego	Post Adv. = 7.5% = \$499.43	Post Advanced = 7.5% = \$553.65
	Maximum = 7.5% = \$499.43	Maximum = 7.5% = \$553.65
County of San Joaquin	Post Mgmt. = 12.5% = \$803.88	Post Adv. = 10% = \$719.90 Post Supv. = 11% = \$791.89
	Maximum = 12.5% = \$803.88	Maximum = 11% = \$791.89
County of San Luis Obispo	Post Adv. = \$115 Post Int. = \$57.50 AA = \$57.50 BA = \$115	Post Adv. = \$115 Post Int. = \$57.50 AA = \$57.50 BA = \$115
	Maximum = \$115	Maximum = \$115

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
County of Santa Clara	Post Supv. = 5% \$387.10 Post Mgmt. = 7.5% = \$580.65	Post Mgmt. = 5% = \$457.05 Post Exc. = 7.5% = \$685.58
	Maximum = 7.5% = \$580.65	Maximum = 7.5% = \$685.58
County of Stanislaus	Post Int. = 2.5% = \$146.13 Post Adv = 5% = \$292.25	Post Int. = 2.5% = \$160.78 Post Adv. = 5% = \$321.55
	Maximum = 5% = \$292.25	Maximum = 5% = \$321.55
County of Sutter	Post Supv. = \$30 Post Mgmt. = \$50 AA = \$70 BA = \$90	Post Supv. = \$40 Post Int. = \$20 AA = \$60 BA = \$80
	Maximum = \$90	Maximum = \$80
County of Ventura	Post Adv. = \$434.92 MA = \$429.65 Post Int. = \$289.94	Post Adv. = \$434.92 MA = \$462.30 Post Int. = \$289.94
	Maximum = \$434.92	Maximum = \$434.92
Arizona	N/A	N/A
Florida	AA = \$30 BA = \$50 For every 80 hrs of completed specialized approved training add \$20/mo with max of \$120	AA = \$30 BA = \$50 For every 80 hrs of completed specialized approved training add \$20/mo with max of \$120
	Maximum = \$130	Maximum = \$130
Illinois	DNA	DNA
Nevada	DNA	DNA
New York	DNA	DNA

**TABLE 4-E (Other Law Enforcement)
EDUCATION INCENTIVE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator	Supervising Investigator
	Type / Amount	Type / Amount
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	N/A	N/A
Texas	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150	TCLEOSE Int. = \$50 TCLEOSE Adv. = \$100 AA = \$50 BA = \$100 MA = \$150
	Maximum = \$100	Maximum = \$100
Washington	DNA	No Comparable Class
Federal Government (RUS)	N/A	N/A

Table 5 - Cafeteria Plan Practices

**TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
DPA	N/A/\$140 (if opt out of medical and dental) N/A: \$128 (if opt out of medical only)	N/A/\$155 (if opt out of medical and dental) N/A: \$130 (if opt out of medical only)	N/A/\$155 (if opt out of medical and dental) N/A: \$130 (if opt out of medical only)	N/A/\$155 (if opt out of medical and dental) N/A: \$130 (if opt out of medical only)	Cash	Cash	Cash	Cash
City of Anaheim	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Bakersfield	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Chula Vista	N/A	N/A	\$936/ N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Long Beach	\$843.27/ DNA	\$843.27/ DNA	\$843.27/ DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
City of Los Angeles	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Modesto	\$812/\$375	\$812/\$375	\$812/\$375	No Comparable Class	Deferred Comp	Deferred Comp	Deferred Comp	No Comparable Class
City of Oakland	N/A/\$112	N/A/\$112	N/A/\$112	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of Redding	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class

**TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
City of Riverside	\$935/\$0	\$935/\$0	\$935/\$0	No Comparable Class	N/A	N/A	N/A	No Comparable Class
City of Roseville	\$969.71/ N/A	\$969.71/ N/A	N/A	No Comparable Class	DNA	DNA	DNA	No Comparable Class
City of Sacramento	\$880 / \$275	\$880 / \$275	\$800 / \$200	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of San Diego	\$464.58/ \$463.33	\$464.58/ \$463.33	\$714.50/ \$713.33	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of San Jose	N/A / \$488.36	N/A / \$488.36	N/A / \$488.36	No Comparable Class	Cash	Cash	Cash	No Comparable Class
City of Santa Ana	N/A/DNA	N/A/DNA	N/A/\$460	No Comparable Class	DNA	DNA	Cash	No Comparable Class
City of Stockton	N/A/DNA	N/A/DNA	N/A/DNA	No Comparable Class	N/A/DNA	N/A/DNA	N/A/DNA	No Comparable Class
City/County of San Francisco	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Alameda	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
County of Contra Costa	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Fresno	\$664.00/DNA	\$667.00/NA	\$667.46/NA	No Comparable Class	DNA	N/A	N/A	No Comparable Class
County of Kern	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class

**TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
County of Los Angeles	\$946/\$244	\$946/\$244	\$918/ DNA	\$918/ N/A	Cash	Cash	DNA	No Comparable Class
County of Mendocino	DNA	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class
County of Merced	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No Comparable Class
County of Orange	DNA	DNA	DNA	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Placer	N/A / \$316.68	N/A / \$316.68	N/A / \$316.68	No Comparable Class	Deferred Comp	Deferred Comp	Deferred Comp	No Comparable Class
County of Riverside	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Sacramento	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of San Bernardino	DNA/\$300	DNA/\$327	DNA/\$86.67	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of San Diego	\$568/\$242	\$568/\$242	\$568/\$242	No Comparable Class	Placed into FSA Account	Placed into FSA Account	Placed into FSA Account	No Comparable Class
County of San Joaquin	N/A	\$1477.04/ \$1477.04	\$1533.52/ \$1533.52	No Comparable Class	N/A	Cash Deferred or Comp	Cash or Deferred Comp	No Comparable Class
County of San Luis Obispo	\$325/ \$244.20	\$325/ \$244.20	\$350/ \$269.20	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of Santa Clara	N/A / \$160	N/A / \$160	N/A / \$160	No Comparable Class	Cash	Cash	Cash	No Comparable Class

**TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
County of Stanislaus	\$125/\$125 dental/vision	\$125/\$125 dental/vision	\$125/\$125 dental/vision	No Comparable Class	Cash	Cash	Cash	No Comparable Class
County of Sutter	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
County of Ventura	\$537.33/ (depends on plan choice)	\$537.33/ (depends on plan choice)	\$537.33/ (depends on plan choice)	No Comparable Class	Cash or Deferred Comp	Cash or Deferred Comp	Cash or Deferred Comp	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class	N/A	N/A	N/A	No Comparable Class
Florida	N/A	N/A	N/A	DNA	N/A	N/A	N/A	DNA
Illinois	N/A/ \$150	N/A/ \$150	N/A/ \$150	N/A/ \$150	Cash – Retirees Only	Cash – Retirees Only	Cash – Retirees Only	Cash – Retirees Only
Nevada	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Oregon	DNA/\$148	DNA/\$148	DNA/\$148	DNA/\$148	Cash	Cash	Cash	Cash
Pennsylvania	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Texas	N/A / \$60	N/A / \$60	N/A / \$60	DNA	Deferred Comp	Deferred Comp	Deferred Comp	DNA
Washington	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**TABLE 5-A (Patrol)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Officer	Sergeant	Captain	Reg./Div Chief	Officer	Sergeant	Captain	Reg./Div Chief
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 5-B (Corrections)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment			Disposition		
	Correctional Officer	Correctional Sergeant	Correctional Captain	Correctional Officer	Correctional Sergeant	Correctional Captain
DPA	N/A / \$140	N/A / \$155	N/A / \$155	Cash	Cash	Cash
City/County of San Francisco	N/A	N/A	N/A	N/A	N/A	N/A
County of Alameda	N/A	N/A	N/A	N/A	N/A	N/A
County of Contra Costa	N/A	N/A	N/A	N/A	N/A	N/A
County of Fresno	\$667.46/NA	\$667.46/NA	\$667.46/NA	NA	NA	N/A
County of Kern	N/A	N/A	N/A	N/A	N/A	N/A
County of Los Angeles	\$946/\$244	\$946/\$244	\$918/DNA	Cash	Cash	DNA
County of Mendocino	DNA	DNA	DNA	DNA	DNA	DNA
County of Merced	N/A	N/A	N/A	N/A	N/A	N/A
County of Orange	DNA	DNA	DNA	N/A	N/A	N/A
County of Placer	N/A/\$316.68	N/A/\$316.68	N/A/\$316.68	Deferred comp	Deferred comp	Deferred Comp
County of Riverside	\$568/\$276	\$568/\$276	\$568/\$276	DNA	DNA	DNA
County of Sacramento	N/A	N/A	N/A	N/A	N/A	N/A

**TABLE 5-B (Corrections)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment			Disposition		
	Correctional Officer	Correctional Sergeant	Correctional Captain	Correctional Officer	Correctional Sergeant	Correctional Captain
County of San Bernardino	DNA/\$300	DNA/\$327	DNA/\$88.67	Cash	Cash	Cash
County of San Diego	\$568/\$242	\$568/\$242	\$568/\$242	Placed into FSA account	Placed into FSA account	Placed into FSA account
County of San Joaquin	N/A	N/A	\$1,533.52/\$1533.52	N/A	N/A	Cash
County of San Luis Obispo	\$325/\$244.20	\$325/\$244.20	\$350/\$269.20	Cash	Cash	Cash
County of Santa Clara	N/A/\$160	N/A/\$160	N/A/DNA	Cash	Cash	DNA
County of Stanislaus	DNA / \$125	DNA / \$125	\$125 / \$125	Cash	Cash	Cash
County of Sutter	N/A	N/A	N/A	N/A	N/A	N/A
County of Ventura	\$537.33/ (depends on plan choice)	\$537.33/ (depends on plan choice)	\$537.33/ (depends on plan choice)	Cash or Deferred Comp	Cash or Deferred Comp	Cash or Deferred Comp
Arizona	N/A	N/A	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA	DNA	DNA

**TABLE 5-B (Corrections)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment			Disposition		
	Correctional Officer	Correctional Sergeant	Correctional Captain	Correctional Officer	Correctional Sergeant	Correctional Captain
Ohio	DNA	DNA	DNA	DNA	DNA	DNA
Oregon	N/A / \$148	N/A / \$148	N/A / \$148	Cash	Cash	Cash
Pennsylvania	N/A	N/A	N/A	N/A	N/A	N/A
Texas	N/A / \$60	N/A / \$60	N/A / \$60	Deferred Comp	Deferred Comp	Deferred Comp
Washington	N/A	N/A	N/A	N/A	N/A	N/A
Federal Government (RUS)	N/A	No Comparable Class	N/A	N/A	No Comparable Class	N/A

**TABLE 5-C (Corrections)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment		Disposition	
	Warden	Parole Agent	Warden	Parole Agent
DPA	N/A / \$155	N/A / \$140	Cash	Cash
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA
Nevada	N/A	N/A	N/A	N/A
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA	N/A / \$148	DNA	Cash
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A / \$60	N/A / \$60	Deferred Comp	Deferred Comp
Washington	N/A	N/A	N/A	N/A
Federal Government -(RUS)	N/A	N/A	N/A	N/A

**TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
DPA	\$155 for Health & Dental or \$130 for Health only	\$155 for Health & Dental or \$130 for Health only	\$155 for Health & Dental or \$130 for Health only	\$155 for Health & Dental or \$130 for Health only	Cash	Cash	Cash	Cash
City of Anaheim	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	\$843.27 / DNA	\$843.27 / DNA	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	N/A. / \$160	N/A / \$112 (Medical only)	No Comparable Class	No Comparable Class	Cash	Cash
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	\$464.58 / \$464.58	No Comparable Class	No Comparable Class	No Comparable Class	Cash or Deferred Comp	No Comparable Class
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City/County of San Francisco	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of Alameda	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	\$664 / DNA	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of Los Angeles	No Comparable Class	No Comparable Class	\$946 / \$244	\$946 / \$244	No Comparable Class	No Comparable Class	Cash	Cash
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	\$624/DNA	No Comparable Class	No Comparable Class	No Comparable Class	Included in Health Plan Trust Fund	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sacramento	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A
County of San Bernardino	No Comparable Class	No Comparable Class	N/A / \$290	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	\$611 – 2+/\$458.63	No Comparable Class	No Comparable Class	No Comparable Class	Flexible Spending Account	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	\$160/DNA	No Comparable Class	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of Ventura	No Comparable Class	No Comparable Class	\$537.33 to cover medical, dental, vision, flex spending account for health and dependent care. /DNA	No Comparable Class	No Comparable Class	No Comparable Class	Cash	No Comparable Class
Arizona	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Florida	N/A	N/A	No Comparable Class	No Comparable Class	N/A	N/A	No Comparable Class	No Comparable Class
Illinois	DNA	DNA	DNA		DNA	DNA	DNA	Cash retirees only/A
Nevada	DNA	DNA	No Comparable Class	DNA	DNA	DNA	No Comparable Class	DNA
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	N/A	N/A	DNA	DNA	N/A	N/A
Oregon	2005 = \$818 2006 = Full PEBB coverage 2007 = Up to 12% increase in contribution from 2006; any in excess paid by employee (out-of-pocket) Max = approx \$148	No Comparable Class	DNA/\$148.00	No Comparable Class	N/A	No Comparable Class	N/A	No Comparable Class

**TABLE 5-D (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount/Maximum In Lieu Payment				Disposition			
	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
Pennsylvania	DNA	DNA	DNA	N/A	DNA	DNA	DNA	N/A
Texas	No Comparable Class	No Comparable Class	\$60 / month	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Washington	DNA	DNA	N/A	N/A	DNA	DNA	N/A	N/A
Federal Government (RUS)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**TABLE 5-E (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount / Maximum In Lieu Payment		Disposition	
	Investigator	Supervising Investigator	Investigator	Supervising Investigator
DPA	N/A / \$155 for Health & Dental OR \$130 for Health only	N/A / \$155 for Health & Dental OR \$130 for Health only	Cash	Cash
City of Anaheim	N/A	N/A	N/A	N/A
City of Bakersfield	N/A	N/A	N/A	N/A
City of Chula Vista	N/A	N/A	N/A	N/A
City of Fresno	N/A	N/A	N/A	N/A
City of Long Beach	\$843.27/ DNA	\$843.27/ DNA	DNA	DNA
City of Los Angeles	N/A	DNA	N/A	DNA
City of Modesto	\$812/\$375	\$812/\$375	Deferred Comp	Deferred Comp
City of Oakland	N/A/\$112	N/A/\$112	Cash	Cash
City of Redding	DNA	DNA	N/A	N/A
City of Riverside	\$935/\$0	\$935/\$0	N/A	N/A
City of Roseville	\$969.71/ N/A	\$969.71/ N/A	N/A	N/A
City of Sacramento	\$880 / \$275	\$880 / \$275	Cash	Cash

**TABLE 5-E (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount / Maximum In Lieu Payment		Disposition	
	Investigator	Supervising Investigator	Investigator	Supervising Investigator
City of San Diego	\$464.58/ \$463.33	\$464.58/ \$463.33	Cash	Cash
City of San Jose	DNA	DNA	DNA	DNA
City of Santa Ana	N/A	N/A	N/A	N/A
City of Stockton	N/A	N/A	N/A	N/A
City/County of San Francisco	N/A	N/A	N/A	N/A
County of Alameda	N/A	N/A	N/A	N/A
County of Contra Costa	N/A	N/A	N/A	N/A
County of Fresno	\$667.46 / N/A	\$641.96 / N/A	N/A	N/A
County of Kern	N/A	N/A	N/A	N/A
County of Los Angeles	\$946 / \$244	\$946 / \$244	Cash	Cash
County of Mendocino	DNA	DNA	DNA	DNA
County of Merced	N/A	N/A	N/A	N/A
County of Orange	County contributes \$0.30/hr. to trust fund to cover disability insurances.	County contributes \$0.30/hr. to trust fund to cover disability insurances.	N/A	N/A

**TABLE 5-E (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount / Maximum In Lieu Payment		Disposition	
	Investigator	Supervising Investigator	Investigator	Supervising Investigator
County of Placer	N/A / \$316.68	N/A / \$316.68	Deferred Comp	Deferred Comp
County of Riverside	N/A	N/A	N/A	N/A
County of Sacramento	N/A	N/A	N/A	N/A
County of San Bernardino	N/A / With 18 yrs service, \$300 if waive coverage	N/A / With 18 yrs of service, \$327 if waive coverage	Cash	Cash
County of San Diego	\$653 / 500.63	\$653 / 500.63	Flexible Spending	Flexible Spending
County of San Joaquin	N/A	\$1533.52 / \$1533.52 (Medical, Dental, Vision, Deferred Comp)	N/A	Cash or Deferred Compensation
County of San Luis Obispo	\$209.20 / \$209.20	\$209.20 / \$290.20	Cash	Cash
County of Santa Clara	DNA/\$160	DNA/\$160	Cash	Cash
County of Stanislaus	\$125 (Dental and Vision) / \$125	\$125 (Dental and Vision) / \$125	DNA	Cash
County of Sutter	N/A	N/A	N/A	N/A
County of Ventura	\$537.33 (Medical, dental, vision, flex spending accts for health & dependent care)	\$537.33 (Medical, dental, vision, flex spending accts for health & dependent care)	Cash or Deferred Comp – Ee can receive cash back if there are “credits” left over after paying for their plan choices	Cash or Deferred Comp – Ee can receive cash back if there are “credits” left over after paying for their plan choices

**TABLE 5-E (Other Law Enforcement)
CAFETERIA PLAN PRACTICES
MONTHLY EQUIVALENT**

Agency	Monthly Amount / Maximum In Lieu Payment		Disposition	
	Investigator	Supervising Investigator	Investigator	Supervising Investigator
Arizona	N/A	N/A	N/A	N/A
Florida	N/A	N/A	N/A	N/A
Illinois	DNA	DNA	DNA	DNA
Nevada	DNA	DNA	DNA	DNA
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA / \$148	DNA / \$148	DNA	DNA
Pennsylvania	N/A	N/A	N/A	N/A
Texas	N/A / \$60	N/A / \$60	Deferred Comp	Deferred Comp
Washington	DNA	No Comparable Class	DNA	No Comparable Class
Federal Government (RUS)	N/A	N/A	N/A	N/A

Table 6 - Employer & Employee Contributions to Medical

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	\$913	\$230	Yes	\$1,013	\$453	Yes	\$1,013	\$453	Yes	\$1,013	\$453	Yes
City of Anaheim	\$954.37	\$56.96	Yes	\$954.37	\$56.96	Yes	\$954.37	\$56.96	Yes	No Comparable Class		
City of Bakersfield	\$1109.98	\$246.50	Yes	\$1109.98	\$246.50	Yes	\$1109.98	\$246.50	Yes	No Comparable Class		
City of Chula Vista	\$918.83	\$50	Yes	\$918.83	\$50	Yes	Cafeteria	\$33	Yes	No Comparable Class		
City of Fresno	\$655.20	\$163.80	Yes	\$655.20	\$163.80	Yes	\$655.20	\$163.80	Yes	No Comparable Class		
City of Long Beach	Inc in Cafeteria	\$55.86	Yes	Inc in Cafeteria	\$55.86	Yes	Inc in Cafeteria	\$55.86	Yes	No Comparable Class		
City of Los Angeles	\$774.34	\$20.56	Yes	\$774.34	\$20.56	Yes	\$774.34	\$20.56	Yes	No Comparable Class		
City of Modesto	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
City of Oakland	\$1121	\$0	Yes	\$1121	\$0	Yes	\$1121	\$0	Yes	No Comparable Class		
City of Redding	\$950.40	\$105.60	Yes	\$950.40	\$105.60	Yes	\$950.40	\$105.60	Yes	No Comparable Class		
City of Riverside	Inc. in Cafeteria		Yes	Inc. in Cafeteria		Yes	Inc. in Cafeteria		Yes	No Comparable Class		
City of Roseville	Inc in Cafeteria	\$151.33	Yes	Inc in Cafeteria	\$151.33	Yes	\$1,000.00	\$121.04	Yes	No Comparable Class		
City of Sacramento	Inc in Cafeteria	DNA	Yes	\$880	DNA	Yes	\$880	DNA	Yes	No Comparable Class		

**TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
City of San Diego	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
City of San Jose	\$976.71	\$108.27	Yes	\$976.71	\$108.27	Yes	\$976.71	\$108.27	Yes	No Comparable Class		
City of Santa Ana	\$766.80	DNA	Yes	\$766.80	DNA	Yes	\$937.56	\$120.69	Yes	No Comparable Class		
City of Stockton	\$890	\$0	Yes	\$890	\$0	Yes	\$890	\$44.50	Yes	No Comparable Class		
City/County of San Francisco	\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes	No Comparable Class		
County of Alameda	\$1185.34	\$91.28	Yes	\$1185.34	\$91.28	Yes	\$1185.34	\$91.28	Yes	No Comparable Class		
County of Contra Costa	\$975.30	\$145.24	Yes	\$975.30	\$145.24	Yes	\$975.30	\$145.24	Yes	No Comparable Class		
County of Fresno	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes			
County of Kern	\$830.13	\$264.57	Yes	\$830.13	\$264.57	Yes	\$830.13	\$264.57	Yes	No Comparable Class		
County of Los Angeles	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
County of Mendocino	\$964.96	\$189.82	Yes	\$964.96	\$189.82	Yes	\$964.96	\$189.82	Yes	No Comparable Class		
County of Merced	\$1053.80	\$464.21	Yes	\$1053.80	\$464.21	Yes	\$1053.80	\$464.21	Yes	No Comparable Class		
County of Orange	\$620	DNA	Yes	\$620	DNA	Yes	\$620	DNA	Yes	No Comparable Class		

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	\$1125.76	\$133.20	Yes	\$1125.76	\$133.20	Yes	\$1125.76	\$133.20	Yes	No Comparable Class		
County of Riverside	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	Inc in Cafeteria		Yes	No Comparable Class		
County of Sacramento	\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes	No Comparable Class		
County of San Bernardino	\$872.19	\$28.97	Yes	\$872.19	\$28.97	Yes	\$749.80	\$238.03	Yes	No Comparable Class		
County of San Diego	Inc in Cafeteria	\$294.42	Yes	Inc in Cafeteria	\$294.42	Yes	Inc in Cafeteria	\$294.42	Yes	No Comparable Class		
County of San Joaquin	\$1423.85	\$355.96	Yes	Inc in Cafeteria	N/A	Yes	Inc in Cafeteria	N/A	Yes	No Comparable Class		
County of San Luis Obispo	Inc in Cafeteria	\$876.28	Yes	Inc in Cafeteria	\$876.28	Yes	Inc in Cafeteria	\$851.28	Yes	No Comparable Class		
County of Santa Clara	\$1224.75	\$0	Yes	\$1224.75	\$0	Yes	\$1224.75	\$0	Yes	No Comparable Class		
County of Stanislaus	\$1135.38	\$0	Yes	\$1135.38	\$0	Yes	\$1135.38	\$0	Yes	No Comparable Class		
County of Sutter	\$887	\$219	Yes	\$887	\$219	Yes	\$887	\$219	Yes	No Comparable Class		
County of Ventura	Inc in Cafeteria	\$82.55	Yes	Inc in Cafeteria	\$82.55	Yes	Inc in Cafeteria	\$82.55	Yes	No Comparable Class		
Arizona	\$955.50	\$125.00	Yes	\$955.50	\$125.00	Yes	\$955.50	\$125.00	Yes	No Comparable Class		
Florida	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes

TABLE 6-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Officer			Sergeant			Captain			Regional/Division Chief		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Illinois	\$1239	\$0	Yes	\$1239	\$0	Yes	\$1239	\$0	Yes	DNA	DNA	DNA
Nevada	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes
New York	\$1053	DNA	Yes	\$1053	DNA	Yes	\$1053	DNA	Yes	\$1053	DNA	Yes
Ohio	\$724.73	\$128.30	Yes	\$724.73	\$128.30	Yes	\$724.73	\$128.30	Yes	\$724.73	\$128.30	Yes
Oregon	\$923.47	\$0	Yes	\$923.47	\$0	Yes	\$923.47	\$0	Yes	\$923.47	\$0	Yes
Pennsylvania	\$600	\$68.54	Yes	\$600	\$68.54	Yes	\$600	\$68.54	Yes	\$600	\$68.54	Yes
Texas	\$704.52	\$343.98	Yes	\$704.52	\$343.98	Yes	\$704.52	\$343.98	Yes	DNA	DNA	DNA
Washington	\$1019	\$202	Yes	\$1019	\$202	Yes	\$1019	\$202	Yes	\$1019	\$202	Yes
Federal Government (RUS)	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		

**TABLE 6-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	\$807	North Plan = \$242 South Plan = \$59	Yes	\$1,013 Co-Ben	North Plan = \$182.15 South Plan = \$0.00	Yes	\$1,013 Co-Ben	North Plan = \$182.15 South Plan = \$0.00	Yes
City/County of San Francisco	\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes
County of Alameda	\$1,185.34	\$91.28	Yes	\$1,185.34	\$91.28	Yes	\$1,185.34	\$91.28	Yes
County of Contra Costa	\$975.30	\$145.24	Yes	\$975.30	\$145.24	Yes	\$975.30	\$145.24	Yes
County of Fresno	Included in Cafeteria Plan			Included in Cafeteria Plan			Included in Cafeteria Plan		
County of Kern	\$830.13	\$264.57	Yes	\$830.13	\$264.57	Yes	\$830.13	\$264.57	Yes
County of Los Angeles	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes
County of Mendocino	\$964.96	\$189.82	Yes	\$964.96	\$189.82	Yes	\$964.96	\$189.82	Yes
County of Merced	\$1,053.80	\$464.21	Yes	\$1,053.80	\$464.21	Yes	\$1,053.80	\$464.21	Yes
County of Orange	\$620	DNA	Yes	\$620	DNA	Yes	\$620	DNA	Yes
County of Placer	\$1190	\$68.96	DNA	\$1190	\$68.96	DNA	\$1,126	\$133.20	DNA
County of Riverside	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes	Included in Cafeteria Plan		Yes
County of Sacramento	\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes

**TABLE 6-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of San Bernardino	\$872.19	\$28.97	Yes	\$872.19	\$28.97	Yes	\$749.80	\$238.03	Yes
County of San Diego	Included in cafeteria plan	\$294.42	Yes	Included in cafeteria plan	\$294.42	Yes	Included in cafeteria plan	\$294.42	Yes
County of San Joaquin	\$1,423.85	\$355.96	Yes	\$1,423.85	\$355.96	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of San Luis Obispo	Included in cafeteria plan	\$876.28	Yes	Included in cafeteria plan	\$876.28	Yes	Included in cafeteria plan	\$851.28	Yes
County of Santa Clara	\$1224.75	\$0	Yes	\$1224.75	\$0	Yes	\$1224.75	\$0	Yes
County of Stanislaus	\$1,135.38	\$0	Yes	\$1,135.38	\$0	Yes	\$1,135.38	\$0	Yes
County of Sutter	\$887.00	\$219.00	DNA	\$887.00	\$219.00	DNA	\$887	\$219	DNA
County of Ventura	Included in Cafeteria Plan	\$82.55	Yes	Included in Cafeteria Plan	\$82.55	Yes	Included in Cafeteria Plan	\$82.55	Yes
Arizona	\$955.50	\$125.00	Yes	\$955.50	\$125.00	Yes	\$955.50	\$125.00	Yes
Florida	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes
Illinois	\$1239	DNA	DNA	\$1239	DNA	DNA	\$1239	DNA	DNA
Nevada	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes
New York	\$1053	DNA	DNA	\$1053	DNA	DNA	\$1053	DNA	DNA

TABLE 6-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT

Agency	Correctional Officer			Correctional Sergeant			Correctional Captain		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Ohio	\$724.73	\$128.30	Yes	\$724.73	\$128.30	Yes	\$724.73	\$128.30	Yes
Oregon	\$923.47	\$0	Yes	\$923.47	\$0	Yes	\$923.47	\$0	Yes
Pennsylvania	\$600.00	\$68.54	Yes	\$600.00	\$68.54	Yes	\$600.00	\$68.54	Yes
Texas	\$704.52	\$343.98	Yes	\$704.52	\$343.98	Yes	\$704.52	\$343.98	Yes
Washington	\$1,019	\$202	Yes	\$1,019	\$202	Yes	\$1,019	\$202	Yes
Federal Government (RUS)	\$697.43	\$395	Yes	No Comparable Class			\$697.43	\$395	Yes

**TABLE 6-C (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Warden			Parole Agent		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	\$1,013	North = \$182.15 South = \$0	Yes	\$807	North = \$242 South = \$59	Yes
Arizona	\$955.50	\$125	Yes	\$955.50	\$125	Yes
Florida	\$715.92	\$180	Yes	\$715.92	\$180	Yes
Illinois	\$1239	DNA		\$1239	DNA	
Nevada	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes
New York	\$1053	DNA	DNA	\$1053	DNA	
Ohio	\$724	DNA		\$724	DNA	
Oregon	\$923.47	DNA		\$923.47	\$0	Yes
Pennsylvania	\$600	\$68.54	Yes	\$600	\$68.54	Yes
Texas	\$704.52	\$343.98	Yes	\$704.52	\$343.98	Yes
Washington	\$1,019	\$202	Yes	\$1,019	\$202	Yes
Federal Government -(RUS)	\$697.43	\$395.00	Yes	\$697.43	\$395.00	Yes

**TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	\$978	\$285.09	Yes	\$1013	\$266.95	Yes	\$978	\$285.09	Yes	\$978	\$285.09	Yes
City of Anaheim	No Comparable Class			No Comparable Class			\$954.37	\$56.96	Yes	No Comparable Class		
City of Bakersfield	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Chula Vista	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Fresno	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Long Beach	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			Included in Cafeteria Plan		
City of Los Angeles	No Comparable Class			No Comparable Class			\$857	\$0	Yes	No Comparable Class		
City of Modesto	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Oakland	No Comparable Class			No Comparable Class			\$1121.04	\$0	Yes	\$1121.04	\$0	Yes
City of Redding	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Riverside	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Roseville	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Sacramento	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		

**TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
City of San Diego	No Comparable Class			No Comparable Class			Included in Cafeteria Plan		Yes	No Comparable Class		
City of San Jose	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City of Santa Ana	No Comparable Class			No Comparable Class			No Comparable Class			\$937.56	\$120.69	DNA
City of Stockton	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
City/County of San Francisco	No Comparable Class			No Comparable Class			\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes
County of Alameda	No Comparable Class			No Comparable Class			\$1115.88	\$88.00	Yes	No Comparable Class		
County of Contra Costa	No Comparable Class			No Comparable Class			\$975.30	\$145.24	Yes	No Comparable Class		
County of Fresno	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			No Comparable Class		
County of Kern	No Comparable Class			No Comparable Class			\$830.13	\$286.95	Yes	\$830.13	\$286.95	Yes
County of Los Angeles	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			Included in Cafeteria Plan		
County of Mendocino	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Merced	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Orange	No Comparable Class			No Comparable Class			Included in Cafeteria Plan			No Comparable Class		

**TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Riverside	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Sacramento	No Comparable Class			No Comparable Class			\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes
County of San Bernardino	No Comparable Class			No Comparable Class			\$630.86	\$270.36	Yes	No Comparable Class		
County of San Diego	No Comparable Class			No Comparable Class			\$611	\$251.42	Yes	No Comparable Class		
County of San Joaquin	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of San Luis Obispo	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Santa Clara	No Comparable Class			No Comparable Class			\$1224.75	\$0	Yes	No Comparable Class		
County of Stanislaus	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Sutter	No Comparable Class			No Comparable Class			No Comparable Class			No Comparable Class		
County of Ventura	No Comparable Class			No Comparable Class			DNA	DNA	Yes	No Comparable Class		
Arizona	\$955.50	\$125	Yes	\$955.50	\$125	Yes	\$955.50	\$125	Yes	\$955.50	\$125	Yes
Florida	\$715.92	\$180	Yes	\$715.92	\$180	Yes	\$715.92	\$180	Yes	No Comparable Class		

**TABLE 6-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Special Agent			Special Agent – in charge			Criminalist			State Park Ranger		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Illinois	DNA			DNA			DNA			\$1,239.08	\$204	Yes
Nevada	\$690.91	\$152.17	Yes	\$690.91	\$152.17	Yes	No Comparable Class			\$690.91	\$152.17	Yes
New York	DNA			DNA			DNA			DNA		
Ohio	DNA			DNA			\$724.73	\$128.30	Yes	\$724.73	\$128.30	yes
Oregon	\$923.47	\$0	Yes	No Comparable Class			\$923.47	\$0	Yes	No Comparable Class		
Pennsylvania	DNA			DNA			DNA			\$600 (For all)	\$68.54	Yes
Texas	No Comparable Class			No Comparable Class			\$704.52	\$343.98	Yes	No Comparable Class		
Washington	DNA			DNA			\$1019.00	\$202.00	Yes	\$1019.00	\$202.00	yes
Federal Government (RUS)	\$697.43	\$395.00	Yes	\$697.43	\$395.00	Yes	\$697.43	\$395.00	Yes	\$697.43	\$395.00	Yes

**TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
DPA	\$978	\$285.09	Yes	\$1013	\$266.95	Yes
City of Anaheim	\$954.37	\$56.96	Yes	\$954.37	\$56.96	Yes
City of Bakersfield	\$1109.98	\$246.50	Yes	\$1109.98	\$246.50	Yes
City of Chula Vista	\$918.83	\$50	Yes	\$918.83	\$50	Yes
City of Fresno	\$655.20	\$163.80	Yes	\$655.20	\$163.80	Yes
City of Long Beach	Inc in Cafeteria	\$55.86	Yes	Inc in Cafeteria	\$55.86	Yes
City of Los Angeles	\$774.34	\$20.56	Yes	DNA		
City of Modesto	Inc In Medical		Yes	Inc. In Medical		Yes
City of Oakland	\$1121	\$0	Yes	\$1121	\$0	Yes
City of Redding	\$950.40	\$105.60	Yes	\$950.40	\$105.60	Yes
City of Riverside	Inc. in Cafeteria		Yes	Included in cafeteria plan		Yes
City of Roseville	Inc in Cafeteria	\$151.33	Yes	Inc in Cafeteria	\$151.33	Yes
City of Sacramento	Inc in Cafeteria	DNA	Yes	\$880	DNA	Yes

**TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
City of San Diego	Inc in Cafeteria	Inc in Cafeteria	Yes	Inc in Cafeteria	Inc in Cafeteria	Yes
City of San Jose	DNA			DNA		
City of Santa Ana	\$766.80	DNA	Yes	\$766.80	DNA	Yes
City of Stockton	\$890	\$0	Yes	\$890	\$0	Yes
City/County of San Francisco	\$860.14	\$167.63	Yes	\$860.14	\$167.63	Yes
County of Alameda	DNA	DNA	DNA	DNA	DNA	DNA
County of Contra Costa	\$975.30	\$145.24	Yes	\$975.30	\$145.24	Yes
County of Fresno	Included in cafeteria plan	Included in cafeteria plan	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of Kern	\$830.13	\$264.57	Yes	\$830.13	\$264.57	Yes
County of Los Angeles	\$938.25	\$0	Yes	\$938.25	\$0	Yes
County of Mendocino	\$965	\$189.82	Yes	\$965	\$189.82	Yes
County of Merced	\$1053.80	\$464.21	Yes	\$1053.80	\$464.21	Yes
County of Orange	\$620	Administered through union	Yes	\$620	Administered through union	Yes

**TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
County of Placer	\$1125.76	\$133.20	Yes	\$1125.76	\$133.20	Yes
County of Riverside	Included in cafeteria plan	Included in cafeteria plan	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of Sacramento	\$826.90	\$206.72	Yes	\$826.90	\$206.72	Yes
County of San Bernardino	\$872.19	\$28.97	Yes	\$872.19	\$28.97	Yes
County of San Diego	Included in cafeteria plan	\$209.42	Yes	Included in cafeteria plan	\$209.42	Yes
County of San Joaquin	\$1423.85	\$355.96	Yes	Included in cafeteria plan	Included in cafeteria plan	Yes
County of San Luis Obispo	Included in Cafeteria Plan	\$911.28 (Medical, Dental, and Vision)	Yes	Included in Cafeteria Plan	\$911.28 (Medical, Dental, and Vision)	Yes
County of Santa Clara	\$1224.75	\$0		\$1224.75	\$0	
County of Stanislaus	\$1135.38	\$0	Yes	\$1135.38	\$0	Yes
County of Sutter	\$887	\$219	DNA	DNA	DNA	DNA
County of Ventura	Included in cafeteria plan	\$82.55	Yes	Included in cafeteria plan	\$82.55	Yes
Arizona	\$955.50	\$125	Yes	\$955.50	\$125	Yes
Florida	\$715.92	\$180.00	Yes	\$715.92	\$180.00	Yes

**TABLE 6-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL
MONTHLY EQUIVALENT**

Agency	Investigator			Supervising Investigator		
	Employer Cost	Employee Cost	Prescription Included	Employer Cost	Employee Cost	Prescription Included
Illinois	\$1239	DNA	Yes	\$1239	DNA	Yes
Nevada	\$691	DNA	DNA	\$691	DNA	DNA
New York	\$1053	DNA	DNA	\$1053	DNA	DNA
Ohio	\$724	DNA	DNA	\$724	DNA	DNA
Oregon	\$923.47	\$0	Yes	\$923.47	\$0	Yes
Pennsylvania	\$600	DNA	DNA	\$600	DNA	DNA
Texas	\$704.52	DNA	DNA	\$704.52	DNA	DNA
Washington	\$1019	DNA	DNA	\$1019	DNA	DNA
Federal Government (RUS)	\$697	DNA	DNA	\$697	DNA	DNA

Table 7 - Employer & Employee Contributions to Dental

**TABLE 7-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$78	\$21	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City of Anaheim	\$56.03	\$0	\$56.03	\$0	\$56.03	\$0	No Comparable Class	
City of Bakersfield	\$62.75	\$0	\$62.75	\$0	\$62.75	\$0	No Comparable Class	
City of Chula Vista	\$48	\$0	\$48	\$0	Included in Medical	DNA	No Comparable Class	
City of Fresno	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Long Beach	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of Los Angeles	\$68.00	\$0	\$68.00	\$0	\$68.00	\$0	No Comparable Class	
City of Modesto	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of Oakland	\$96.64	\$0	\$96.64	\$0	\$96.64	\$0	No Comparable Class	
City of Redding	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Riverside	Inc in Cafeteria	\$0	Inc in Cafeteria	\$0	Inc in Cafeteria	\$0	No Comparable Class	
City of Roseville	Inc in Cafeteria	\$148.29	Inc in Cafeteria	\$148.29	\$148.00	\$0.29	No Comparable Class	
City of Sacramento	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	No Comparable Class	

TABLE 7-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	Inc in Cafeteria	No Comparable Class	
City of San Jose	\$100.71	\$5.29	\$100.71	\$5.29	\$100.71	\$5.29	No Comparable Class	
City of Santa Ana	\$80	DNA	\$80	DNA	\$100	DNA	No Comparable Class	
City of Stockton	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City/County of San Francisco	\$109.08	\$0	\$109.08	\$0	\$109.08	\$0	No Comparable Class	
County of Alameda	\$123.88	\$0	\$123.88	\$0	\$123.88	\$0	No Comparable Class	
County of Contra Costa	\$59.03	\$0	\$59.03	\$0	\$59.03	\$0	No Comparable Class	
County of Fresno	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Kern	\$60.29	\$19.80	\$60.29	\$19.80	\$60.29	\$19.80	No Comparable Class	
County of Los Angeles	\$56.58	\$0	\$56.58	\$0	\$61.32	\$0	No Comparable Class	
County of Mendocino	Included in Medical						No Comparable Class	
County of Merced	\$92.78	\$41.77	\$92.78	\$41.77	\$92.78	\$41.77	No Comparable Class	
County of Orange	\$48.00	Administered through Deputy Sheriff's Association	\$48.00	Administered through Deputy Sheriff's Association	\$74.00	\$0	No Comparable Class	

TABLE 7-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	\$50.36	\$41.70	\$50.36	\$41.70	\$50.36	\$41.70	No Comparable Class	
County of Riverside	Inc in Cafeteria						No Comparable Class	
County of Sacramento	\$95.34	\$0	\$95.34	\$0	\$95.34	\$0	No Comparable Class	
County of San Bernardino	\$0	\$124.41	\$0	\$124.41	\$0	\$124.41	No Comparable Class	
County of San Diego	Inc in Cafeteria	\$36.80	Inc in Cafeteria	\$36.80	Inc in Cafeteria	\$36.80	No Comparable Class	
County of San Joaquin	\$47.30	\$105.76	Inc in Cafeteria	N/A	Inc in Cafeteria	N/A	No Comparable Class	
County of San Luis Obispo	Inc in Cafeteria						No Comparable Class	
County of Santa Clara	\$112.95	\$0	\$112.95	\$0	\$112.95	\$0	No Comparable Class	
County of Stanislaus	\$97.36	\$0	\$97.36	\$0	\$97.36	\$0	No Comparable Class	
County of Sutter	\$44.35	DNA	\$44.35	DNA	\$44.35	DNA	No Comparable Class	
County of Ventura	Inc in Cafeteria	\$84.61	Inc in Cafeteria	\$84.61	Inc in Cafeteria	\$84.61	No Comparable Class	
Arizona	\$51.75	\$54.14	\$51.75	\$54.14	\$51.75	\$54.14	No Comparable Class	
Florida	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**TABLE 7-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA
Nevada	Included in Medical							
New York	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA
Ohio	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)	Coverage after 1 yr of continuous employment (union)
Oregon	\$121.89	\$0	\$121.89	\$0	\$121.89	\$0	\$121.89	\$0
Pennsylvania	Included in Medical							
Texas	N/A	N/A	N/A	N/A	N/A	N/A	DNA	DNA
Washington	\$102	\$0	\$102	\$0	\$102	\$0	\$102	\$0
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 7-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$44.13	\$41.80	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City/County of San Francisco	\$109.08	\$0	\$109.08	\$0	\$109.08	\$0
County of Alameda	\$123.88	\$0	\$123.88	\$0	\$123.88	\$0
County of Contra Costa	\$59.03	\$0	\$59.03	\$0	\$59.03	\$0
County of Fresno	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Kern	\$60.29	\$19.80	\$60.29	\$19.80	\$60.29	\$19.80
County of Los Angeles	\$56.58	\$0	\$56.58	\$0	\$61.32	\$0
County of Mendocino	Included	Included	Included	Included	Included	Included
County of Merced	\$92.78	\$41.77	\$92.78	\$41.77	\$92.78	\$41.77
County of Orange	\$48 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association	\$48 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association	\$74 to trust fund maintained by Union to cover dental, vision, life	Administered through Deputy Sheriff's Association
County of Placer	\$50.36	\$41.70	\$50.36	\$41.70	\$50.36	\$41.70
County of Riverside	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Sacramento	\$95.34	\$0	\$95.34	\$0	\$95.34	\$0

**TABLE 7-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of San Bernardino	0	\$124.41	0	\$124.41	0	\$124.41
County of San Diego	Included in cafeteria plan	\$36.80	Included in cafeteria plan	\$36.80	Included in cafeteria plan	\$36.80
County of San Joaquin	\$47.30	\$105.75	\$47.30	\$105.75	Included in cafeteria plan	NA
County of San Luis Obispo	Included in cafeteria plan	DNA	Included in cafeteria plan	DNA	Included in cafeteria plan	NA
County of Santa Clara	\$112.95	\$0	\$112.95	\$0	\$112.95	\$0
County of Stanislaus	\$97.36	\$0	\$97.36	\$0	\$97.36	\$0
County of Sutter	\$44.35	DNA	\$44.35	DNA	\$44.35	DNA
County of Ventura	Included in Cafeteria Plan	\$84.61	Included in Cafeteria Plan	\$84.61	Included in Cafeteria Plan	\$84.61
Arizona	\$51.75	\$54.14	\$51.75	\$54.14	\$51.75	\$54.14
Florida	N/A		N/A		N/A	
Illinois	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA
Nevada	Included in health		Included in health		Included in health	
New York	DNA		DNA		DNA	

TABLE 7-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Ohio	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA
Oregon	\$121.89	\$0	\$121.89	\$0	\$121.89	\$0
Pennsylvania	Included in medical		Included in medical		Included in medical	
Texas	N/A		N/A		N/A	
Washington	\$102	\$0	\$102	\$0	\$102	\$0
Federal Government (RUS)	DNA	DNA	No Comparable Class		DNA	DNA

**TABLE 7-C (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Warden		Parole Agent	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Incl. in Medical		\$44.33	\$41.80
Arizona	\$51.75	\$54.14	\$51.75	\$54.14
Florida	N/A		N/A	
Illinois	\$67.00	DNA	\$67.00	DNA
Nevada	Incl. in Medical		Incl. in Medical	
New York	DNA		DNA	
Ohio	\$67.00	DNA	\$67.00	DNA
Oregon	\$122.00	DNA	\$122.00	\$0
Pennsylvania	Incl. in Medical		Incl. in Medical	
Texas	N/A		N/A	
Washington	\$102	\$0	\$102	\$0
Federal Government -(RUS)	DNA		DNA	

**TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in CoBen	Included in CoBen	Included in CoBen	Included in CoBen
City of Anaheim	No Comparable Class		No Comparable Class		\$56.03	\$0	No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Los Angeles	No Comparable Class		No Comparable Class		\$24.04	\$37.14	No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		\$96.64	\$0	\$96.64	\$0
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		\$80	\$21.90
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		\$109.08	\$0	\$109.08	\$0
County of Alameda	No Comparable Class		No Comparable Class		\$123.88	\$0	No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		\$59.03	\$0	No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		\$60.29	Included	\$60.29	Included
County of Los Angeles	No Comparable Class		No Comparable Class		\$56.58	\$0	\$56.58	0
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	

**TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		\$95.34	0	\$95.34	0
County of San Bernardino	No Comparable Class		No Comparable Class		\$124.41	0	No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		Included in cafeteria	\$36.80	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		\$112.95	\$0	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
Arizona	\$51.75	\$54.14	\$51.75	\$54.14	\$51.75	\$54.14	\$51.75	\$54.14
Florida	N/A-Not offered		N/A-Not offered		N/A-Not offered		No Comparable Class	

**TABLE 7-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	DNA		\$67.00	DNA	\$67.00	DNA	67.32	17.50
Nevada	Included in Health		Included in Health		No Comparable Class		Included in Health	
New York	DNA		DNA		DNA		DNA	
Ohio	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA	\$67.00	DNA
Oregon	\$121.89	\$0	\$122.89	\$0	\$121.89	\$0	No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Included in Medical	
Texas	DNA		DNA		N/A		No Comparable Class	
Washington	\$102	DNA	\$102	DNA	\$102	DNA	\$102	DNA
Federal Government (RUS)	\$0	DNA	\$0	DNA	\$0	DNA	\$0	DNA

**TABLE 7-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City of Anaheim	\$56.03	\$0	\$56.03	\$0
City of Bakersfield	\$62.75	Included	\$62.75	Included
City of Chula Vista	\$48	\$0	\$48	\$0
City of Fresno	Included in Medical		Included in Medical	
City of Long Beach	Included in Cafeteria		Included in Cafeteria	
City of Los Angeles	\$68	\$0	DNA	
City of Modesto	Included in Cafeteria		Included in Cafeteria	
City of Oakland	\$96.64	\$0	\$96.64	\$0
City of Redding	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City of Riverside	N/A	\$0	Included in Cafeteria	\$0
City of Roseville	Included in cafeteria plan	\$148.29	Included in cafeteria plan	\$148.29
City of Sacramento	DNA	DNA	DNA	DNA
City of San Diego	Included in cafeteria plan		Included in cafeteria plan	

**TABLE 7-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Jose	DNA		DNA	
City of Santa Ana	\$80	DNA	\$80	DNA
City of Stockton	Included in Medical		Included in Medical	
City/County of San Francisco	\$109.08	\$0	\$109.08	\$0
County of Alameda	DNA	DNA	DNA	DNA
County of Contra Costa	\$59.03	\$0	\$59.03	\$0
County of Fresno	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Kern	\$60.29	\$19.80	\$60.29	\$19.80
County of Los Angeles	\$56.58	\$0	\$56.58	\$0
County of Mendocino	Included in Medical	Included in Medical	Included in Medical	Included in Medical
County of Merced	\$92.78	\$41.77	\$92.78	\$41.77
County of Orange	\$48	DNA	\$48	DNA
County of Placer	\$50.36	\$41.70	\$50.36	\$41.70

**TABLE 7-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Riverside	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Sacramento	\$95.34	\$0	\$95.34	\$0
County of San Bernardino	\$0	\$124.41	\$0	\$124.41
County of San Diego	Included in cafeteria plan	\$36.80	Included in cafeteria plan	\$36.80
County of San Joaquin	\$47.30	\$105.75	Included in cafeteria plan	Included in cafeteria plan
County of San Luis Obispo	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan	Included in cafeteria plan
County of Santa Clara	\$112.95	\$0	\$112.95	\$0
County of Stanislaus	\$97.36	\$0	\$97.36	\$0
County of Sutter	\$44.35	DNA	DNA	DNA
County of Ventura	Included in cafeteria plan	\$84.61	Included in cafeteria plan	\$84.61
Arizona	\$51.75	\$54.14	\$51.75	\$54.14
Florida	N/A		N/A	
Illinois	\$67.32	DNA	\$67.32	DNA

**TABLE 7-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Nevada	DNA		DNA	
New York	DNA	DNA	DNA	DNA
Ohio	\$67	DNA	\$67	DNA
Oregon	\$121.89	\$0	\$121.89	\$0
Pennsylvania	Included in Medical		Included in Medical	
Texas	N/A		N/A	
Washington	\$102	DNA	\$102	DNA
Federal Government (RUS)	DNA	DNA	DNA	DNA

Table 8 - Employer & Employee Contributions to Vision

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$9	\$0	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
City of Anaheim	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Bakersfield	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Chula Vista	\$0	\$23	\$0	\$23	\$0	\$23	No Comparable Class	
City of Fresno	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Long Beach	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Los Angeles	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City of Modesto	Included in Cafeteria		Included in Cafeteria		Included in Cafeteria		No Comparable Class	
City of Oakland	\$22.50	\$0	\$22.50	\$0	\$22.50	\$0	No Comparable Class	
City of Redding	\$14.62	\$1.62	\$14.62	\$1.62	\$14.62	\$1.62	No Comparable Class	
City of Riverside	N/A		N/A		N/A		No Comparable Class	
City of Roseville	Inc in Cafeteria	\$19.98	Inc in Cafeteria	\$19.98	\$20.00	\$0.00	No Comparable Class	
City of Sacramento	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	Inc in Cafeteria	DNA	No Comparable Class	

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
City of San Jose	N/A		N/A		N/A		No Comparable Class	
City of Santa Ana	\$0	\$22.75	\$0	\$22.75	\$0	\$22.75	No Comparable Class	
City of Stockton	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
City/County of San Francisco	Included in Medical		Included in Medical		Included in Medical		Included in Medical	Included in Medical
County of Alameda	N/A		N/A		N/A		No Comparable Class	
County of Contra Costa	N/A		N/A		N/A		No Comparable Class	
County of Fresno	N/A		N/A		N/A		No Comparable Class	
County of Kern	\$10.89	\$2.57	\$10.89	\$2.57	\$10.89	\$2.57	No Comparable Class	
County of Los Angeles	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
County of Mendocino	Included in Medical		Included in Medical		Included in Medical		No Comparable Class	
County of Merced	\$16.97	\$7.37	\$16.97	\$7.37	\$16.97	\$7.37	No Comparable Class	
County of Orange	DNA		DNA		DNA		No Comparable Class	

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	\$9.20	\$25.36	\$9.20	\$25.36	\$9.20	\$25.36	No Comparable Class	
County of Riverside	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Sacramento	N/A		N/A		N/A		No Comparable Class	
County of San Bernardino	DNA		DNA		DNA		No Comparable Class	
County of San Diego	Inc in Cafeteria	\$31.02	Inc in Cafeteria	\$31.02	Inc in Cafeteria	\$31.02	No Comparable Class	
County of San Joaquin	\$5.89	\$15.25	Inc in Cafeteria	N/A	Inc in Cafeteria	N/A	No Comparable Class	
County of San Luis Obispo	Inc in Cafeteria		Inc in Cafeteria		Inc in Cafeteria		No Comparable Class	
County of Santa Clara	\$11.22	\$0	\$11.22	\$0	\$11.22	\$0	No Comparable Class	
County of Stanislaus	\$27.62	\$0	\$27.62	\$0	\$27.62	\$0	No Comparable Class	
County of Sutter	\$15.46	\$0	\$15.46	\$0	DNA	\$0	No Comparable Class	
County of Ventura	Inc in Cafeteria	\$10.36	Inc in Cafeteria	\$10.36	Inc in Cafeteria	\$10.36	No Comparable Class	
Arizona	\$0	\$17.18	\$0	\$17.18	\$0	\$17.18	No Comparable Class	
Florida	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 8-A (Patrol)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	\$0	\$0	\$0	\$0	\$0	\$0	DNA	DNA
Nevada	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
New York	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Ohio	\$19.00	DNA	\$19.00	DNA	\$19.00	DNA	\$19.00	DNA
Oregon	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Pennsylvania	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Texas	N/A	N/A	N/A	N/A	N/A	N/A	DNA	DNA
Washington	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 8-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$8.10	\$0.0	Included in Medical	\$0.0	Included in Medical	\$0.0
City/County of San Francisco	Included in medical		Included in medical		Included in medical	
County of Alameda	N/A		N/A		N/A	
County of Contra Costa	N/A		N/A		N/A	
County of Fresno	N/A		N/A		N/A	
County of Kern	\$10.89	\$2.57	\$10.89	\$2.57	\$10.89	\$2.57
County of Los Angeles	Included in Cafeteria Plan		Included in Cafeteria Plan		Included in Cafeteria Plan	
County of Mendocino	Included in cafeteria plan		Included in cafeteria plan		Included in cafeteria plan	
County of Merced	\$16.97	\$7.37	\$16.97	\$7.37	\$16.97	\$7.37
County of Orange	DNA		DNA		DNA	
County of Placer	\$9.20	\$25.36	\$9.20	\$25.36	\$9.20	\$25.36
County of Riverside	Included in cafeteria plan	\$0	Included in cafeteria plan	\$0	Included in cafeteria plan	\$0
County of Sacramento	N/A		N/A		N/A	
County of San Bernardino	DNA		DNA		DNA	\$0

**TABLE 8-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of San Diego	Included in cafeteria plan	\$31.02	Included in cafeteria plan	\$31.02	Included in cafeteria plan	\$31.02
County of San Joaquin	\$5.90	\$15.25	\$5.90	\$15.25	Included in cafeteria plan	Included in cafeteria plan
County of San Luis Obispo	Included in cafeteria plan	DNA	Included in cafeteria plan	DNA	Included in cafeteria plan	Included in cafeteria
County of Santa Clara	\$11.22	\$0	\$11.22	\$0	\$11.22	DNA
County of Stanislaus	\$27.62	\$0	\$27.62	\$0	\$27.62	\$0
County of Sutter	\$15.46	\$0	\$15.46	\$0	\$15.46	\$0
County of Ventura	Included in cafeteria plan	\$10.36	Included in cafeteria plan	\$10.36	Included in cafeteria plan	\$10.36
Arizona	\$0	\$17.18	\$0	\$17.18	\$0	\$17.18
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	Included in health		Included in health		Included in health	
New York	DNA		DNA		DNA	
Ohio	\$19.00	DNA	\$19.00	DNA	\$19.00	DNA

TABLE 8-B (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Oregon	Included in medical		Included in medical		Included in medical	
Pennsylvania	Included in medical		Included in medical		Included in medical	
Texas	N/A		N/A		N/A	
Washington	Included in medical		Included in medical		Included in medical	
Federal Government (RUS)	DNA	\$16.21	No Comparable Class		DNA	\$16.21

**TABLE 8-C (Corrections)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Warden		Parole Agent	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Incl. in Medical		\$8.10	\$0
Arizona	\$0	\$17.18	\$0	\$17.18
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	Incl. in Medical		Incl. in Medical	
New York	DNA		DNA	
Ohio	\$19.00	DNA	\$19.00	DNA
Oregon	DNA		Incl. in Medical	
Pennsylvania	Incl. in Medical		Incl. in Medical	
Texas	N/A		N/A	
Washington	Incl. in Medical		Incl. in Medical	
Federal Government -(RUS)	N/A	\$16.21	N/A	\$16.21

**TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in CoBen	Included in CoBen	Included in CoBen	Included in CoBen
City of Anaheim	No Comparable Class		No Comparable Class		Included in Medical		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Los Angeles	No Comparable Class		No Comparable Class		DNA		No Comparable Class	
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Oakland	No Comparable Class		No Comparable Class		\$22.50	\$0	\$22.50	\$0
City of Redding	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Roseville	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Sacramento	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	
City of San Jose	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Santa Ana	No Comparable Class		No Comparable Class		No Comparable Class		DNA	
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class		No Comparable Class		Included in health plan		Included in health plan	
County of Alameda	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Contra Costa	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Fresno	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of Kern	No Comparable Class		No Comparable Class		\$10.89	Included	\$10.89	Included
County of Los Angeles	No Comparable Class		No Comparable Class		\$0	Included	\$0	included
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class		No Comparable Class		Included in Cafeteria Plan		No Comparable Class	

**TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class		No Comparable Class		N/A		N/A	
County of San Bernardino	No Comparable Class		No Comparable Class		\$0	DNA	No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		Included in Cafeteria Plan	\$31.02	No Comparable Class	
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class		No Comparable Class		\$11.23	\$0	No Comparable Class	
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		DNA	DNA	No Comparable Class	
Arizona	\$0	\$17.18	\$0	\$17.18	\$0	\$17.18	\$0	\$17.18
Florida	N/A-Not offered		N/A-Not offered		N/A-Not offered		No Comparable Class	

**TABLE 8-D (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Illinois	DNA		DNA		DNA		Included in health cost	
Nevada	Included in Health Plan		Included in Health Plan		No Comparable Class		Included in Health Plan	
New York	DNA		DNA		DNA		DNA	
Ohio	\$19.00	DNA	\$19.00	DNA	\$19.00	DNA	\$19.00	DNA
Oregon	Included in Medical		No Comparable Class		Included in Medical		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Included in Medical	
Texas	DNA	DNA	DNA	DNA	N/A		No Comparable Class	
Washington	DNA		DNA		N/A		N/A	
Federal Government (RUS)	\$0	\$16.21	\$0	\$16.21	\$0	\$16.21	\$0	\$16.21

**TABLE 8-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	Included in medical plan	Included in medical plan	Included in medical plan	Included in medical plan
City of Anaheim	Included in medical plan		Included in medical plan	
City of Bakersfield	Included in medical plan		Included in medical plan	
City of Chula Vista	\$0	\$23	\$0	\$23
City of Fresno	Included in medical plan		Included in medical plan	
City of Long Beach	Included in POS & PPO Plans		Included in POS & PPO Plans	
City of Los Angeles	Included in medical plan		DNA	
City of Modesto	Included in Cafeteria Plan		Included in Cafeteria Plan	
City of Oakland	\$22.50	\$0	\$22.50	\$0
City of Redding	\$14.62	\$1.62	\$14.62	\$1.62
City of Riverside	N/A		N/A	
City of Roseville	Included in Cafeteria Plan	\$19.98	Included in Cafeteria Plan	\$19.98
City of Sacramento	Included in Cafeteria Plan	DNA	Included in Cafeteria Plan	DNA
City of San Diego	Included in Cafeteria Plan		Included in Cafeteria Plan	

**TABLE 8-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of San Jose	DNA		DNA	
City of Santa Ana	\$0	\$22.75	\$0	\$22.75
City of Stockton	Included in Medical		Included in Medical	
City/County of San Francisco	Included in medical plan		Included in medical plan	
County of Alameda	DNA		DNA	
County of Contra Costa	DNA	N/A	N/A	
County of Fresno	N/A	DNA	N/A	DNA
County of Kern	\$10.89	\$2.57	\$10.89	\$2.57
County of Los Angeles	Included in Cafeteria		Included in Cafeteria	
County of Mendocino	Included in medical plan		Included in medical plan	
County of Merced	\$16.97	\$7.37	\$16.97	\$7.37
County of Orange	Through Union		Through Union	
County of Placer	\$9.20	\$25.36	\$9.20	\$25.36

**TABLE 8-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Riverside	Included in Flex Benefit Plan		Included in Flex Benefit Plan	
County of Sacramento	N/A		N/A	
County of San Bernardino	DNA	DNA	DNA	DNA
County of San Diego	Included in Cafeteria	\$31.02	Included in Cafeteria	\$31.02
County of San Joaquin	\$5.90	\$15.25	Included in Cafeteria	Included in Cafeteria
County of San Luis Obispo	Included in Cafeteria		Included in Cafeteria	
County of Santa Clara	\$11.22	DNA	\$11.22	DNA
County of Stanislaus	\$27.62	\$0	\$27.62	\$0
County of Sutter	\$15.46	\$0	DNA	DNA
County of Ventura	Included in Cafeteria	\$10.36	Included in Cafeteria	\$10.36
Arizona	\$0	\$17.18	\$0	\$17.18
Florida	N/A		N/A	
Illinois	DNA		DNA	

**TABLE 8-E (Other Law Enforcement)
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Nevada	DNA		DNA	
New York	DNA		DNA	
Ohio	\$19.00	DNA	\$19.00	DNA
Oregon	Included in Medical		Included in Medical	
Pennsylvania	Included In Medical		Included in Medical	
Texas	N/A		N/A	
Washington	DNA		No Comparable Class	
Federal Government (RUS)	DNA	\$16.21	DNA	\$16.21

Table 9 - Retiree Medical Practices

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	Retiree Only	\$429	Retiree Only	\$429	Retiree Only	\$429	Retiree Only	\$429
	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823
	Retiree/ Family	\$1,042	Retiree/ Family	\$1,042	Retiree/ Family	\$1,042	Retiree/ Family	\$1,042
City of Anaheim	N/A		N/A		N/A		No Comparable Class	
City of Bakersfield	City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6 th year of employment		City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6 th year of employment		N/A		No Comparable Class	
City of Chula Vista	N/A		N/A		N/A		No Comparable Class	
City of Fresno	N/A		N/A		N/A		No Comparable Class	
City of Long Beach	N/A		N/A		N/A		No Comparable Class	
City of Los Angeles	Retiree Only	\$300	Retiree Only	\$300	Retiree Only	\$300	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Modesto	Retiree Only	\$360.84	Retiree Only	\$360.84	Retiree Only	\$360.84	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family	\$710.06	Retiree/ Family	\$710.06	Retiree/ Family	\$710.06		
City of Oakland	Retiree Only	City pays \$64.60 per month and will reimburse up to \$425.42 per month	Retiree Only	City pays \$64.60 per month and will reimburse up to \$424.42 per month	Retiree Only	City pays \$64.60 per month and will reimburse up to \$424.42 per month	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

**TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Redding	DNA		DNA		DNA		No Comparable Class	
City of Riverside	Retiree Only	\$150	Retiree Only	\$150	Retiree Only	\$150	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Roseville	Retiree Only	\$969.71	Retiree Only	\$969.71	Retiree Only	\$1,000	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City of Sacramento	Retiree Only	\$300	Retiree Only	\$300	Retiree Only	\$275	No Comparable Class	
	Retiree/ Spouse	\$365	Retiree/ Spouse	\$365	Retiree/ Spouse	\$325		
	Retiree/ Family	\$365	Retiree/ Family	\$365	Retiree/ Family	\$325		
City of San Diego	N/A		N/A		N/A		No Comparable Class	
City of San Jose	Retiree Only	\$435.74	Retiree Only	\$435.74	Retiree Only	\$435.74	No Comparable Class	
	Retiree/ Spouse	\$1,084.98	Retiree/ Spouse	\$1,084.98	Retiree/ Spouse	\$1,084.898		
	Retiree/ Family	\$1,084.98	Retiree/ Family	\$1,084.98	Retiree/ Family	\$1,084.98		
City of Santa Ana	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Stockton	Retiree Only	N/A	Retiree Only	N/A	Retiree Only	DNA	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
City/County of San Francisco	Retiree Only	\$737.45	Retiree Only	\$737.45	Retiree Only	\$737.45	No Comparable Class	
	Retiree/ Spouse	\$917.59	Retiree/ Spouse	\$917.59	Retiree/ Spouse	\$917.59		
	Retiree/ Family	\$917.59	Retiree/ Family	\$917.59	Retiree/ Family	\$917.59		
County of Alameda	Retiree Only	\$454.74	Retiree Only	\$454.74	Retiree Only	\$454.74	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Contra Costa	Retiree Only	\$378.84	Retiree Only	\$378.84	Retiree Only	\$378.84	No Comparable Class	
	Retiree/ Spouse	\$1024.91	Retiree/ Spouse	\$1024.91	Retiree/ Spouse	\$1024.91		
	Retiree/ Family	\$1024.91	Retiree/ Family	\$1024.91	Retiree/ Family	\$1024.91		
County of Fresno	Retiree Only	\$160.00	Retiree Only	\$160.00	Retiree Only	\$160.00	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Kern	Retiree Only	\$469.22	Retiree Only	\$469.22	Retiree Only	\$469.22	No Comparable Class	
	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A	Retiree/ Spouse	N/A		
	Retiree/ Family	N/A	Retiree/ Family	N/A	Retiree/ Family	N/A		

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Los Angeles	Retiree Only	\$782.78	Retiree Only	\$782.78	Retiree Only	\$782.78	No Comparable Class	
	Retiree/ Spouse	\$1412.40	Retiree/ Spouse	\$1412.40	Retiree/ Spouse	\$1412.40		
	Retiree/ Family	\$1666.30	Retiree/ Family	\$1666.30	Retiree/ Family	\$1666.30		
County of Mendocino	DNA		DNA		DNA		No Comparable Class	
County of Merced	Retiree Only	\$326.35	Retiree Only	\$326.35	Retiree Only	\$326.35	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Orange	Retiree Only	\$416.75	Retiree Only	\$416.75	Retiree Only	\$416.75	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family	N/A	Retiree/ Family	N/A	Retiree/ Family	N/A		
County of Placer	Retiree Only	\$426.24	Retiree Only	\$426.24	Retiree Only	\$426.24	No Comparable Class	
	Retiree/ Spouse	\$864.08	Retiree/ Spouse	\$864.08	Retiree/ Spouse	\$864.08		
	Retiree/ Family	\$1,125.76	Retiree/ Family	\$1,125.76	Retiree/ Family	\$1,125.76		
County of Riverside	Retiree Only	\$25	Retiree Only	\$128	Retiree Only	\$128	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Sacramento	Retiree Only	\$244	Retiree Only	\$244	Retiree Only	\$244	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			

**TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of San Bernardino	N/A		N/A		N/A		No Comparable Class	
County of San Diego	N/A		N/A		N/A		No Comparable Class	
County of San Joaquin	N/A		N/A		N/A		No Comparable Class	
County of San Luis Obispo	DNA		DNA		DNA		No Comparable Class	
County of Santa Clara	Retiree Only	\$422.33	Retiree Only	\$422.33	Retiree Only	\$422.33	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Stanislaus	Retiree Only	\$370	Retiree Only	\$370	Retiree Only	\$370	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Sutter	Retiree Only	\$216	Retiree Only	\$216	Retiree Only	\$216	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
County of Ventura	Retiree Only	County contributes 1% of salary	Retiree Only	County contributes 1% of salary	Retiree Only	N/A	No Comparable Class	
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse			
	Retiree/ Family		Retiree/ Family		Retiree/ Family			
Arizona	N/A		N/A		N/A		No Comparable Class	

**TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Florida	N/A		N/A		DNA		DNA	
Illinois	Retiree Only	\$651.40	DNA		DNA		DNA	
	Retiree/ Spouse	\$1,336.74						
	Retiree/ Family	\$1,497.08						
Nevada	Retiree Only	\$357.37	Retiree Only	\$357.37	Retiree Only	\$357.37	Retiree Only	\$357.37
	Retiree/ Spouse	\$779.72	Retiree/ Spouse	\$779.72	Retiree/ Spouse	\$779.72	Retiree/ Spouse	\$779.72
	Retiree/ Family	\$592.31	Retiree/ Family	\$592.31	Retiree/ Family	\$592.31	Retiree/ Family	\$592.31
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	NA		N/A		N/A		N/A	
Pennsylvania	Retiree Only	\$480	Retiree Only	\$480	Retiree Only	\$480	Retiree Only	DNA
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse	
	Retiree/ Family		Retiree/ Family		Retiree/ Family		Retiree/ Family	

TABLE 9-A (Patrol)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT

Agency	Officer		Sergeant		Captain		Reg./Div. Chief	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Texas	Retiree Only	\$360.54	Retiree Only	\$360.54	Retiree Only	\$360.54	Retiree Only	DNA
	Retiree/ Spouse	\$566.57	Retiree/ Spouse	\$566.57	Retiree/ Spouse	\$566.57	Retiree/ Spouse	
	Retiree/ Family	\$704.52	Retiree/ Family	\$704.52	Retiree/ Family	\$704.52	Retiree/ Family	
Washington	N/A		N/A		N/A		N/A	
Federal Government (RUS)	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	Retiree Only	\$439	Retiree Only	\$439	Retiree Only	\$439
	Retiree/Spouse	\$823	Retiree/Spouse	\$823	Retiree/Spouse	\$823
	Retiree/Family	\$1,042	Retiree/Family	\$1,042	Retiree/Family	\$1,042
City/County of San Francisco	Retiree Only	\$737.45	Retiree Only	\$737.45	Retiree Only	\$737.45
	Retiree/Spouse	\$917.59	Retiree/Spouse	\$917.59	Retiree/Spouse	\$917.59
	Retiree/Family	\$917.59	Retiree/Family	\$917.59	Retiree/Family	\$917.59
County of Alameda	Retiree Only	\$454.74	Retiree Only	\$454.74	Retiree Only	\$454.74
	Retiree/Spouse	N/A	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Contra Costa	Retiree Only	\$378.84	Retiree Only	\$378.84	Retiree Only	\$378.84
	Retiree/Spouse	\$1,024.91	Retiree/Spouse	\$1,024.91	Retiree/Spouse	\$1,024.91
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Fresno	Retiree Only	\$160.00	Retiree Only	\$160.00	Retiree Only	\$160.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Kern	Retiree Only	\$469.22	Retiree Only	\$469.22	Retiree Only	\$469.22
	Retiree/Spouse	N/A	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	N/A	Retiree/Family	N/A	Retiree/Family	N/A
County of Los Angeles	Retiree Only	\$782.78	Retiree Only	\$782.78	Retiree Only	\$782.78
	Retiree/Spouse	\$1412.40	Retiree/Spouse	\$1412.40	Retiree/Spouse	\$1412.40
	Retiree/Family	\$1666.30	Retiree/Family	\$1666.30	Retiree/Family	\$1666.30
County of Mendocino	DNA		DNA		DNA	
County of Merced	Retiree Only	\$326.35	Retiree Only	\$326.35	Retiree Only	\$326.35
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

**TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Orange	Retiree Only	\$416.75	Retiree Only	\$416.75	Retiree Only	\$416.75
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family	N/A	Retiree/Family	N/A	Retiree/Family	N/A
County of Placer	Retiree Only	\$457.70	Retiree Only	\$457.70	Retiree Only	\$426.24
	Retiree/Spouse	\$915.38	Retiree/Spouse	\$915.38	Retiree/Spouse	\$864.08
	Retiree/Family	\$1190.00	Retiree/Family	\$1190.00	Retiree/Family	\$1125.76
County of Riverside	Retiree Only	\$25	Retiree Only	\$128	Retiree Only	\$128
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Sacramento	Retiree Only	\$244	Retiree Only	\$244	Retiree Only	\$244
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of San Bernardino	N/A		N/A		N/A	
County of San Diego	N/A		N/A		N/A	
County of San Joaquin	N/A		N/A		N/A	
County of San Luis Obispo	N/A		N/A		N/A	
County of Santa Clara	Retiree Only	\$422.33	Retiree Only	\$422.33	Retiree Only	\$422.33
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Stanislaus	Retiree Only	\$370	Retiree Only	\$370	Retiree Only	\$370
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

**TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Sutter	Retiree Only	\$216.00	Retiree Only	\$216.00	Retiree Only	\$216.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	
County of Ventura	N/A		N/A		N/A	
Arizona	N/A		N/A		N/A	
Florida	N/A		N/A		N/A	
Illinois	DNA		DNA		DNA	
Nevada	Retiree Only	\$357.37	Retiree Only	\$357.37	Retiree Only	\$357.37
	Retiree/Spouse	\$779.72	Retiree/Spouse	\$779.72	Retiree/Spouse	\$779.72
	Retiree/Family	\$592.31	Retiree/Family	\$592.31	Retiree/Family	\$592.31
New York	DNA		DNA		DNA	
Ohio	DNA		DNA		DNA	
Oregon	N/A		N/A		N/A	
Pennsylvania	Retiree Only	\$480.00	Retiree Only	\$480.00	Retiree Only	\$480.00
	Retiree/Spouse		Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family		Retiree/Family	

**TABLE 9-B (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Correctional Officer		Correctional Sergeant		Correctional Captain	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Texas	Retiree Only	\$360.54	Retiree Only	\$360.54	Retiree Only	\$360.54
	Retiree/Spouse	\$566.57	Retiree/Spouse	\$566.57	Retiree/Spouse	\$566.57
	Retiree/Family	\$704.52	Retiree/Family	\$704.52	Retiree/Family	\$704.52
Washington	N/A		N/A		N/A	
Federal Government (RUS)	Retiree Only	\$697.43	No Comparable Class		Retiree Only	\$697.43
	Retiree/Spouse				Retiree/Spouse	
	Retiree/Family				Retiree/Family	

**TABLE 9-C (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Warden		Parole Agent	
	Type	Employer Cost	Type	Employer Cost
DPA	Retiree Only	\$439	Retiree Only	\$439
	Retiree/Spouse	\$823	Retiree/Spouse	\$823
	Retiree/Family	\$1,042	Retiree/Family	\$1,042
Arizona	N/A		N/A	
Florida	N/A		N/A	
Illinois	DNA		DNA	
Nevada	Retiree Only	\$357.37	Retiree Only	\$357.37
	Retiree/Spouse	\$779.72	Retiree/Spouse	\$779.72
	Retiree/Family	\$592.31	Retiree/Family	\$592.31
New York	DNA		DNA	
Ohio	DNA		DNA	
Oregon	DNA		N/A	
Pennsylvania	Retiree Only	\$480	Retiree Only	\$480
	Retiree/Spouse	\$480	Retiree/Spouse	\$480
	Retiree/Family	\$480	Retiree/Family	\$480
Texas	Retiree Only	\$360.54	Retiree Only	\$360.54
	Retiree/Spouse	\$566.57	Retiree/Spouse	\$566.57
	Retiree/Family	\$704.52	Retiree/Family	\$704.52

**TABLE 9-C (Corrections)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Warden		Parole Agent	
	Type	Employer Cost	Type	Employer Cost
Washington	N/A		N/A	
Federal Government -(RUS)	Retiree Only	\$697.43	Retiree Only	\$697.43
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
DPA	Retiree Only	\$439	Retiree Only	\$439	Retiree Only	\$439	Retiree Only	\$439
	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823	Retiree/ Spouse	\$823
	Retiree/ Family	\$1042	Retiree/ Family	\$1042	Retiree/ Family	\$1042	Retiree/ Family	\$1042
City of Anaheim	No Comparable Class		No Comparable Class		One time \$3000 lump sum into employee's individual retirement Health Savings Account		No Comparable Class	
City of Bakersfield	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Chula Vista	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Fresno	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City of Long Beach	No Comparable Class		No Comparable Class		N/A		N/A	
City of Los Angeles	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$1276.97	DNA	No Comparable Class	
				Retiree/ Spouse				
				Retiree/ Family				
City of Modesto	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Oakland	No Comparable Class	No Comparable Class	No Comparable Class	Retiree/Spouse	Retiree Only	City pays \$64.60 per month per employee and employees are reimbursed up to \$425.42 per month	Retiree Only	City pays \$64.60 per month per employee and employees are reimbursed up to \$425.42 per month
					Retiree/Spouse		Retiree/Spouse	
					Retiree/Family		Retiree/Family	
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	N/A	No Comparable Class	No Comparable Class	No Comparable Class
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	0.8% of base salary contributed toward retirement subsidy
							Retiree/Spouse	
							Retiree/Family	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
City of Stockton	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
City/County of San Francisco	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$737.45	Retiree Only	\$737.45
					Retiree/ Spouse	\$917.59	Retiree/ Spouse	\$917.59
					Retiree/ Family	\$917.59	Retiree/ Family	\$917.59
County of Alameda	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$454.74	No Comparable Class	
					Retiree/ Spouse	N/A		
					Retiree/ Family			
County of Contra Costa	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$378.84	No Comparable Class	
					Retiree/ Spouse	\$1024.91		
					Retiree/ Family	\$1024.91		
County of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$160	No Comparable Class	
					Retiree/ Spouse			
					Retiree/ Family			
County of Kern	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$469.22	Retiree Only	\$469.22
					Retiree/ Spouse	N/A	Retiree/ Spouse	N/A
					Retiree/ Family	N/A	Retiree/ Family	N/A
County of Los Angeles	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class	Retiree Only	\$782.78	Retiree Only	\$782.78
					Retiree/ Spouse	\$1412.40	Retiree/ Spouse	\$1412.40
					Retiree/ Family	\$1666.30	Retiree/ Family	\$1666.30

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of Mendocino	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Merced	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Orange	No Comparable Class	No Comparable Class	Retiree Only	\$416.75	No Comparable Class			
			Retiree/ Spouse					
			Retiree/ Family	N/A				
County of Placer	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Riverside	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sacramento	No Comparable Class	No Comparable Class	Retiree Only	\$244	Retiree Only	\$244		
			Retiree/ Spouse		Retiree/ Spouse			
			Retiree/ Family		Retiree/ Family			
County of San Bernardino	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
County of San Diego	No Comparable Class		No Comparable Class		N/A		No Comparable Class	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
County of San Joaquin	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of San Luis Obispo	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Santa Clara	No Comparable Class	No Comparable Class	Retiree Only	\$422.39	No Comparable Class			
			Retiree/ Spouse					
			Retiree/ Family					
County of Stanislaus	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Sutter	No Comparable Class		No Comparable Class		No Comparable Class		No Comparable Class	
County of Ventura	No Comparable Class		No Comparable Class		N/A		No Comparable Class	
Arizona	N/A		N/A		N/A		N/A	
Florida	DNA		DNA		DNA		No Comparable Class	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Illinois	DNA		DNA		DNA		DNA	
Nevada	Retiree Only	\$357.37	Retiree Only	\$357.37	No Comparable Class		Retiree Only	\$357.37
	Retiree/ Spouse	\$779.72	Retiree/ Spouse	\$779.72			Retiree/ Spouse	\$779.72
	Retiree/ Family	\$592.31	Retiree/ Family	\$592.31			Retiree/ Family	\$592.31
New York	DNA		DNA		DNA		DNA	
Ohio	DNA		DNA		DNA		DNA	
Oregon	N/A		No Comparable Class		N/A		No Comparable Class	
Pennsylvania	DNA		DNA		DNA		Retiree Only	\$480.0
							Retiree/ Spouse	
							Retiree/ Family	
Texas	DNA		DNA		Retiree Only	\$360.54	No Comparable Class	
					Retiree/ Spouse	\$566.57		
					Retiree/ Family	\$704.52		
Washington	DNA		DNA		N/A		N/A	

**TABLE 9-D (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT**

Agency	Special Agent		Special Agent – in charge		Criminalist		State Park Ranger	
	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost	Type	Employer Cost
Federal Government (RUS)	Retiree Only	\$697.43	Retiree Only	\$697.43	Retiree Only	\$697.43	Retiree Only	\$697.43
	Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse		Retiree/ Spouse	
	Retiree/ Family		Retiree/ Family		Retiree/ Family		Retiree/ Family	

**TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
DPA	Retiree Only	\$439	Retiree Only	\$439
	Retiree/Spouse	\$823	Retiree/Spouse	\$823
	Retiree/Family	\$1042	Retiree/Family	\$1042
City of Anaheim	N/A		N/A	
City of Bakersfield	City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6 th year of employment		City will match up to 1% of employee's contribution towards a Health Savings Account beginning 6 th year of employment	
City of Chula Vista	N/A		N/A	
City of Fresno	N/A		N/A	
City of Long Beach	N/A		N/A	
City of Los Angeles	Retiree Only	\$300	DNA	
	Retiree/Spouse			
	Retiree/Family			
City of Modesto	Retiree Only	\$360.84	Retiree Only	\$360.84
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	\$710.06	Retiree/Family	\$710.06
City of Oakland	Retiree Only	City pays \$64.60 per month and will reimburse up to \$425.42 per month	Retiree Only	City pays \$64.60 per month and will reimburse up to \$425.42 per month
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

**TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
City of Redding	DNA		DNA	
City of Riverside	Retiree Only	\$150	Retiree Only	\$150
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Roseville	Retiree Only	\$969.71	Retiree Only	\$969.71
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Sacramento	Retiree Only	\$300	Retiree Only	\$300
	Retiree/Spouse	\$365	Retiree/Spouse	\$365
	Retiree/Family	\$365	Retiree/Family	\$365
City of San Diego	N/A		N/A	
City of San Jose	DNA		DNA	
City of Santa Ana	Retiree Only	0.05% of base salary contributed toward a retirement subsidy	Retiree Only	0.05% of base salary contributed toward a retirement subsidy
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
City of Stockton	N/A		N/A	
City/County of San Francisco	Retiree Only	\$737.45	Retiree Only	\$737.45
	Retiree/Spouse	\$917.59	Retiree/Spouse	\$917.59
	Retiree/Family	\$917.59	Retiree/Family	\$917.59
County of Alameda	Retiree Only	\$454.74	Retiree Only	\$454.74
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family		Retiree/Family	

**TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
County of Contra Costa	Retiree Only	\$378.84	Retiree Only	\$378.84
	Retiree/Spouse	\$1024.91	Retiree/Spouse	\$1024.91
	Retiree/Family	\$1024.91	Retiree/Family	\$1024.91
County of Fresno	Retiree Only	\$160	Retiree Only	\$160
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Kern	Retiree Only	\$469.22	Retiree Only	\$469.22
	Retiree/Spouse	N/A	Retiree/Spouse	N/A
	Retiree/Family	N/A	Retiree/Family	N/A
County of Los Angeles	Retiree Only	\$782.78	Retiree Only	\$782.78
	Retiree/Spouse	\$1412.40	Retiree/Spouse	\$1412.40
	Retiree/Family	\$1666.30	Retiree/Family	\$1666.30
County of Mendocino	DNA		DNA	
County of Merced	Retiree Only	\$326.35	Retiree Only	\$326.35
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Orange	Retiree Only	\$416.75	Retiree Only	\$416.75
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family	DNA	Retiree/Family	DNA
County of Placer	Retiree Only	\$426.24	Retiree Only	\$426.24
	Retiree/Spouse	\$864.08	Retiree/Spouse	\$864.08
	Retiree/Family	\$1125.76	Retiree/Family	\$1125.76
County of Riverside	Retiree Only	\$25	Retiree Only	\$256
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

**TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
County of Sacramento	Retiree Only	\$244	Retiree Only	\$244
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of San Bernardino	N/A		N/A	
County of San Diego	N/A		N/A	
County of San Joaquin	N/A		N/A	
County of San Luis Obispo	DNA		DNA	
County of Santa Clara	Retiree Only	\$422.33	Retiree Only	\$422.33
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Stanislaus	Retiree Only	\$370	Retiree Only	\$370
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Sutter	Retiree Only	\$216.00	Retiree Only	\$216.00
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
County of Ventura	Retiree Only	1% pay paid into a trust	Retiree Only	1% pay paid into a trust
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	
Arizona	N/A		N/A	

**TABLE 9-E (Other Law Enforcement)
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY EQUIVALENT**

Agency	Investigator		Supervising Investigator	
	Type	Employer Cost	Type	Employer Cost
Florida	DNA		DNA	
Illinois	DNA		DNA	
Nevada	No Comparable Class		No Comparable Class	
New York	DNA		DNA	
Ohio	No Comparable Class		No Comparable Class	
Oregon	DNA		DNA	
Pennsylvania	No Comparable Class		No Comparable Class	
Texas	No Comparable Class		No Comparable Class	
Washington	DNA		No Comparable Class	
Federal Government (RUS)	Retiree Only	\$697.43	Retiree Only	\$697.43
	Retiree/Spouse		Retiree/Spouse	
	Retiree/Family		Retiree/Family	

Table 10 - Eligibility Requirement/Retiree Health Vesting Schedule

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
DPA	Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%	Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%	Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%	Less than 10 yrs= 0% 10 yrs= 50% 10-19yrs= 50% +5% each yr 20yrs= 100%
City of Anaheim	N/A	N/A	N/A	No Comparable Class
City of Bakersfield	6 years	6 years	N/A	No Comparable Class
City of Chula Vista	N/A	N/A	N/A	No Comparable Class
City of Fresno	N/A	N/A	N/A	No Comparable Class
City of Long Beach	N/A	N/A	N/A	No Comparable Class
City of Los Angeles	Yes/ 30 yrs of service	Yes/ 30 yrs of service	Yes/ 30 yrs of service	No Comparable Class
City of Modesto	Yes/5 yrs	Yes/5 yrs	Yes/5 yrs	No Comparable Class
City of Oakland	Yes/10 yrs	Yes/ 10 yrs	Yes/ 10 yrs	No Comparable Class
City of Redding	DNA	DNA	DNA	No Comparable class
City of Riverside	Yes/20yrs law enforcement, 15yrs with city	Yes/20yrs law enforcement, 15yrs with city	DNA	No Comparable Class
City of Roseville	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs	No Comparable Class
City of Sacramento	Yes / To qualify must be 50 years old with 10 years service for 50% benefit, at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	No Comparable Class
City of San Diego	N/A	N/A	N/A	No Comparable Class
City of San Jose	Yes/ 15 years	Yes/ 15 years	Yes/ 15 years	No Comparable Class
City of Santa Ana	DNA	DNA	DNA	No Comparable Class
City of Stockton	N/A	N/A	N/A	No Comparable Class

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
City/County of San Francisco	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	Yes/ Must be a retiree which is age 50 w/min. of 5 yrs of city service	No Comparable Class
County of Alameda	Yes/10 yrs	Yes/ 10 yrs	Yes/ 10 yrs	No Comparable Class
County of Contra Costa	DNA	DNA	Yes/ 10 yrs: 50% paid the 5% per yr, 100% paid at 20 yrs	No Comparable Class
County of Fresno	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	No Comparable Class
County of Kern	Yes/ must have at least 20 yrs of service; ranges from \$234.61/mo @ 20 yrs to \$469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	Yes/ must have at least 20 yrs of service; ranges from \$234.61/mo @ 20 yrs to \$469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	Yes/ must have at least 20 yrs of service; ranges from \$234.61/mo @ 20 yrs to \$469.22/mo @ 25 yrs. 50% of employee only rate paid @ 20 yrs, increases 10% per yrs from yrs 22 to 24, until 100% of employee only rate paid at 25 years	No Comparable Class
County of Los Angeles	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	Yes/ county pays 40% of premiums with 10 yrs min service and 4% for each year thereafter up to max of 25 yrs in which County pays 100% of premium costs	No Comparable Class
County of Mendocino	DNA	DNA	DNA	No Comparable Class
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	No Comparable Class
County of Orange	Yes/ 10 yrs of county service	Yes/ 10 yrs of county service	Yes/ 10 yrs of county service	No Comparable Class
County of Placer	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	No Comparable Class
County of Riverside	DNA	DNA	DNA	No Comparable Class

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
County of Sacramento	From \$122-\$244/mo(caps at 25 yrs of service)	From \$122-\$244/mo(caps at 25 yrs of service)	From \$122-\$244/mo(caps at 25 yrs of service)	No Comparable Class
County of San Bernardino	N/A	N/A	N/A	No Comparable Class
County of San Diego	N/A	N/A	N/A	No Comparable Class
County of San Joaquin	N/A	N/A	N/A	No Comparable Class
County of San Luis Obispo	DNA	DNA	DNA	No Comparable Class
County of Santa Clara	Yes/ 8 yrs + retire from PERS directly from County	Yes/ 8 yrs + retire from PERS directly from County	Yes/ 8 yrs + retire from PERS directly from County	No Comparable Class
County of Stanislaus	Yes/20 years for max	Yes/20 years for max	Yes/20 years for max	No Comparable Class
County of Sutter	Less than 10yrs = \$16/mo 10-15 yrs = \$56/mo 15-20 yrs = \$96/mo 20-25 yrs = \$136/mo 25-30 yrs = \$176/mo 30 + yrs = \$216/mo	Less than 10yrs = \$16/mo 10-15 yrs = \$56/mo 15-20 yrs = \$96/mo 20-25 yrs = \$136/mo 25-30 yrs = \$176/mo 30 + yrs = \$216/mo	DNA	No Comparable Class
County of Ventura	N/A	N/A	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	No Comparable Class
Florida	Yes/ 6 yrs of service	Yes/ 6 yrs of service	Yes/ 6 yrs of service	Yes/ 6 yrs of service
Illinois	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting)	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting)	Yes/20 years of credited service (for full coverage, cost is prorated for less service time after 8 years vesting)	DNA
Nevada	Yes/ 5 yrs of service	Yes/ 5 yrs of service	Yes/ 5 yrs of service	Yes/ 5 yrs of service
New York	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55	Yes/ 5 yrs of service, age 55
Ohio	DNA	DNA	DNA	DNA
Oregon	N/A	N/A	N/A	N/A

TABLE 10-A (Patrol)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Officer	Sergeant	Captain	Reg./Div. Chief
Pennsylvania	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service	Yes/ 15 yrs of service or age 50 or 20 yrs of service
Texas	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	Yes/ 10 yrs of service @ age 65 w/ health insurance 5 yrs of service @ 60 w/ out insurance	DNA
Washington	N/A	N/A	N/A	N/A
Federal Government (RUS)	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

TABLE 10-B (Corrections)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
DPA	Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 11-19 yrs = 50% + 5% each yr 20 yrs = 100%
City/County of San Francisco	Age 50 and 5 yrs of service	Age 50 and 5 yrs of service	Age 50 and 5 yrs of service
County of Alameda	Yes/10 years	Yes/10 yrs	Yes/10 years
County of Contra Costa	DNA	DNA	Yes/10 yrs: 50% paid the 5% per yr, 100% paid at 20 yrs
County of Fresno	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)
County of Kern	Must have at least 20 years of service. Amt. paid ranges from \$234.61/mo. At 20 years to \$469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 21 to 24 to 100% of employee-only rate at 25 years fixed at retirement.	Must have at least 20 years of service. Amt. paid ranges from \$234.61/mo. At 20 years to \$469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 21 to 24 to 100% of employee-only rate at 25 years fixed at retirement.	Must have at least 20 years of service. Amt. paid ranges from \$234.61/mo. At 20 years to \$469.22/mo at 25 years. 50% of employee-only rate at 20 years and increases 10% per year from year 22 to 24 to 100% of employee-only rate at 25 years fixed at retirement.
County of Los Angeles	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium	County pays 40% w/ 10 yrs, w/ 4% additionally every additional yr of service up to a max of 25 years in which county pays 100% of premium
County of Mendocino	DNA	DNA	DNA
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service
County of Orange	10 yrs County service	10 yrs County service	10 yrs County service
County of Placer	10 yrs PERS service with 5 yrs in Placer County	10 yrs PERS service with 5 yrs in Placer County	10 yrs PERS service with 5 yrs in Placer County
County of Riverside	DNA	DNA	DNA
County of Sacramento	Scale from \$122 - \$244/mo (cap at 25 yrs of service)	Scale from \$122 - \$244/mo (cap at 25 yrs of service)	Scale from \$122 - \$244/mo (cap at 25 yrs of service)
County of San Bernardino	N/A	N/A	N/A

TABLE 10-B (Corrections)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Correctional Officer	Correctional Sergeant	Correctional Captain
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	N/A	N/A
County of San Luis Obispo	DNA	DNA	DNA
County of Santa Clara	8 yrs of service	8 yrs of service	8 yrs of service
County of Stanislaus	20 yrs to receive maximum contribution	20 yrs to receive maximum contribution	20 yrs to receive maximum contribution
County of Sutter	30 yrs to receive maximum contribution	30 yrs to receive maximum contribution	DNA
County of Ventura	DNA	DNA	DNA
Arizona	N/A	N/A	N/A
Florida	6 yrs of service	6 yrs of service	6 yrs of service
Illinois	DNA	DNA	DNA
Nevada	5 yrs of service	5 yrs of service	5 yrs of service
New York	5 years at 55	5 years at 55	5 years at 55
Ohio	DNA	DNA	DNA
Oregon	DNA	DNA	DNA
Pennsylvania	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service	5 yrs service 100% @ age 60 or 100% @ any age w/ 35 yrs service
Texas	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins	10 yrs of service @ age 65 w/ health ins 5 yrs of service @ age 60 w/o health ins
Washington	N/A	N/A	N/A
Federal Government (RUS)	5 yrs	No Comparable Class	5 yrs

TABLE 10-C (Corrections)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE

Agency	Warden	Parole Agent
DPA	Less than 10 yrs= 0% 10 yrs= 50% 11-19yrs= 50% +5% each yr 20yrs= 100%	Less than 10 yrs= 0% 10 yrs= 50% 11-19yrs= 50% +5% each yr 20yrs= 100%
Arizona	N/A	N/A
Florida	N/A	N/A
Illinois	DNA	DNA
Nevada	5 yrs	5 yrs
New York	DNA	DNA
Ohio	DNA	DNA
Oregon	DNA	DNA
Pennsylvania	15 yrs of services and age 50 or 20 years of service	15 yrs of services and age 50 or 20 years of service
Texas	10 yrs at age 65 with health insurance or 5 yrs at age 60	10 yrs at age 65 without health insurance or 5 yrs at age 60
Washington	N/A	N/A
Federal Government -(RUS)	5 yrs	5 yrs

**TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
DPA	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% each added yr 20 yrs = 100%
City of Anaheim	No Comparable Class	No Comparable Class	5 yrs	No Comparable Class
City of Bakersfield	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Chula Vista	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Fresno	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Long Beach	No Comparable Class	No Comparable Class	N/A	N/A
City of Los Angeles	No Comparable Class	No Comparable Class	10 years = 40% 20 years = 80% 25 years = 100%	No Comparable Class
City of Modesto	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Oakland	No Comparable Class	No Comparable Class	Must retire with 10 years or more of City service	Must retire with 10 years or more of City service
City of Redding	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Roseville	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Sacramento	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
City of San Jose	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
City of Santa Ana	No Comparable Class	No Comparable Class	No Comparable Class	DNA
City of Stockton	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class

**TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
City/County of San Francisco	No Comparable Class	No Comparable Class	Retiree must have at least 20 years of service and be at least 50 years old, or have at least 10 years of service and be at least 60 years old.	Retiree must have at least 20 years of service and be at least 50 years old, or have at least 10 years of service and be at least 60 years old.
County of Alameda	No Comparable Class	No Comparable Class	10 yrs	No Comparable Class
County of Contra Costa	No Comparable Class	No Comparable Class	DNA	No Comparable Class
County of Fresno	No Comparable Class	No Comparable Class	Contribution by county is years of service x \$8 per year – used 20 year rate which is \$160/mo	No Comparable Class
County of Kern	No Comparable Class	No Comparable Class	Retiree must have at least 20 years of service, ranges from \$234.61 per month at 20 years to \$469.22 per month at 25 years, 50% of employee only rate at 20 years. Increases 10% per year from years 21 to 24; 100% of employee only rate at 25 years.	Retiree must have at least 20 years of service, ranges from \$234.61 per month at 20 years to \$469.22 per month at 25 years, 50% of employee only rate at 20 years. Increases 10% per year from years 21 to 24; 100% of employee only rate at 25 years.
County of Los Angeles			Yes / County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which County pays 100% of premium costs	Yes / County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which County pays 100% of premium costs
County of Mendocino	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Merced	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Orange	No Comparable Class	No Comparable Class	Retiree must have 10 years of service	No Comparable Class
County of Placer	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Riverside	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sacramento	No Comparable Class	No Comparable Class	From \$122-\$244/mo(caps at 25 yrs of service)	From \$122-\$244/mo(caps at 25 yrs of service)

**TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
County of San Bernardino	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Diego	No Comparable Class	No Comparable Class	N/A	No Comparable Class
County of San Joaquin	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of San Luis Obispo	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Santa Clara	No Comparable Class	No Comparable Class	Retiree must have 10 years of service who retire with PERS directly from County service	No Comparable Class
County of Stanislaus	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Sutter	No Comparable Class	No Comparable Class	No Comparable Class	No Comparable Class
County of Ventura	No Comparable Class	No Comparable Class	N/A	No Comparable Class
Arizona	N/A	N/A	N/A	N/A
Florida	6 years of service	6 years of service	6 years of service	No Comparable Class
Illinois	DNA	DNA	DNA	20 yrs of credited services for full coverage. Cost is pro-rated for less services time after 8 yrs of vesting
Nevada	5 years of service	5 years of service	No Comparable Class	5 years of service
New York	DNA	DNA	DNA	DNA
Ohio	DNA	DNA	DNA	DNA
Oregon	DNA	No Comparable Class	N/A	No Comparable Class
Pennsylvania	DNA	DNA	DNA	Yes / Retirement – 5 years service 100% at age 60, or 100% at any age with 35 years of service

**TABLE 10-D (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Special Agent	Special Agent – in charge	Criminalist	State Park Ranger
Texas	DNA	DNA	Retiree must have 10 years of service at age 65 with health insurance 5 years of services at age 60 w/out health insurance	No Comparable Class
Washington	DNA	DNA	N/A	N/A
Federal Government (RUS)	Yes/ 5 yrs	Yes/ 5 yrs	Yes/ 5 yrs	Yes/ 5 yrs

**TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Investigator	Supervising Investigator
DPA	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% for each added yr 20 Yrs = 100%	Less than 10 yrs = 0% 10 yrs = 50% 10-19 yrs = 50% + 5% for each added yr 20 Yrs = 100%
City of Anaheim	N/A	N/A
City of Bakersfield	6 years	6 years
City of Chula Vista	Yes / 5 years of service	Yes / 5 years of service
City of Fresno	N/A	N/A
City of Long Beach	N/A	N/A
City of Los Angeles	30 years	30 years
City of Modesto	5 Years of service	5 Years of Service
City of Oakland	10 Years of service	10 Years of service
City of Redding	DNA	DNA
City of Riverside	Yes/20yrs law enforcement, 15yrs with city	Yes/20yrs law enforcement, 15yrs with city
City of Roseville	Yes/ 100% @ 20 yrs	Yes/ 100% @ 20 yrs
City of Sacramento	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%	Yes / To qualify must be 50 years old with 10 years service for 50% benefit at 15-20 years qualify for 75%; 20+ years qualify for 100%
City of San Diego	N/A	N/A
City of San Jose	DNA	DNA
City of Santa Ana	DNA	DNA

**TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Investigator	Supervising Investigator
City of Stockton	N/A	N/A
City/County of San Francisco	Must be a retiree which is age 50 with a minimum of 5 years of City service	Must be a retiree which is age 50 with a minimum of 5 years of City service
County of Alameda	10 yrs	10 yrs
County of Contra Costa	DNA	DNA
County of Fresno	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)	Contribution by County (\$8.00/yr of service) (Used 20 yrs of service)
County of Kern	Must have at least 20 years of service; ranges from \$234.61 per month at 20 years to \$469.22 per month at 25 years. 50% of employee only rate paid at 20 years; increases 10% per year from years 22 to 24, with 100% of employee only rate paid at 25 years	Must have at least 20 years of service; ranges from \$234.61 per month at 20 years to \$469.22 per month at 25 years. 50% of employee only rate paid at 20 years; increases 10% per year from years 22 to 24, with 100% of employee only rate paid at 25 years
County of Los Angeles	County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which the County pays 100% of premium costs	County pays 40% of premiums with 10 years minimum service and 4% for each year thereafter up to maximum of 25 years in which the County pays 100% of premium costs
County of Mendocino	Yes	DNA
County of Merced	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service	From 45% (under 10 yrs) to 57% (over 25 yrs) based on years of service
County of Orange	10 Years County Service	10 Years County Service
County of Placer	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs	Yes/10 yrs PERS service credit. 5 yrs w/ county to receive 50% of co. contribution + 5% for each additional yr 100% paid after 20 yrs
County of Riverside	DNA	DNA
County of Sacramento	From \$122-\$244/mo(caps at 25 yrs of service)	From \$122-\$244/mo(caps at 25 yrs of service)
County of San Bernardino	N/A	N/A

**TABLE 10-E (Other Law Enforcement)
ELIGIBILITY REQUIREMENT / RETIREE HEALTH VESTING SCHEDULE**

Agency	Investigator	Supervising Investigator
County of San Diego	N/A	N/A
County of San Joaquin	N/A	N/A
County of San Luis Obispo	DNA	DNA
County of Santa Clara	Yes / 8 years of service	Yes / 8 years of service
County of Stanislaus	Yes / 20 yrs for max	Yes / 20 yrs for max
County of Sutter	Yes / 30 yrs	Yes / 30 yrs
County of Ventura	DNA	DNA
Arizona	N/A	N/A
Florida	6 yrs	6 yrs
Illinois		
Nevada	No Comparable Class	No Comparable Class
New York	DNA	DNA
Ohio	No Comparable Class	No Comparable Class
Oregon	DNA	DNA
Pennsylvania	No Comparable Class	No Comparable Class
Texas	No Comparable Class	No Comparable Class
Washington	DNA	No Comparable Class
Federal Government (RUS)	DNA	DNA

Table 11 - Retirement Plan Practices – All Classes

**TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	PERS	3% @ 50	Single Highest Year	31.463%	8%	8%	0%	1.45%
City of Anaheim	PERS	3% @ 50	Single highest year	24.069%	9%	9%	2.5% of Employer's contribution	1.45%
City of Bakersfield	PERS	3% @ 50	Highest 12 Months	28.688%	9%	0-6 yrs 3% 6+ yrs 9% 9% for Captain	0-6 yrs 6% 6+ yrs 0% 0% for Captain	1.45%
City of Chula Vista	PERS	3% @ 50	One year final comp	21.055%	9%	9%	0%	1.45%
City of Fresno	37Act	2.7% @ 55	Average of highest 3 consecutive years	20.02%	9%	0%	9%	1.45%
City of Long Beach	PERS	3% @ 50	Final 12 months preceding separation	16.563%	9%	8%	1%	1.45%
City of Los Angeles	LA City Plan LA Police/Fire Retirement Plan – Tier V	3% @ 50	Single Highest Year	20.56%	9%	1%	8%	1.45%
City of Modesto	PERS	3% @ 50	Single Highest Year	24.421%	9%	7.5%	1.5%	1.45%
City of Oakland	PERS	3% @50	Single Highest Year	27.7%	9%	9%	0%	1.45%
City of Redding	PERS	3% @50	Single Highest Year	28.321%	9%	9%	0%	1.45%
City of Riverside	PERS	3% @50	Single Highest Year	19.015%	9%	9%	0%	1.45%
City of Roseville	PERS	3% @50	Single Highest Year	27.393%	9%	9%	0%	1.45%
City of Sacramento	PERS	3% @ 50	One year highest compensation	22.947%	9%	9%	0%	1.45%

**TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
City of San Diego	37Act	3% @55	Single Highest Year	41.16%	11.37%	4.1%	7.27%	1.45%
City of San Jose	City sponsored Police & Fire Retirement Plan	2.5% w/up to 20 yrs service 4% for 21-30 yrs of service (up to max of 90%)	Final Compensation	28.51%	11.67%	0%	11.67%	1.45%
City of Santa Ana	PERS	3% @50	Single Highest Year	23.079% (rate is 24.499%; ee pays 1.42% for a net employer rate of 23.079%)	9%	9%	0%	1.45%
City of Stockton	PERS	3% @ 50	Final Compensation	32.138%	9%	9%	0%	1.45%
City/County of San Francisco	SFERS	3% @ 55	Single Highest Year	6.24%	7.5%	0%	7.5%	7.65%
County of Alameda	37Act	3% @ 50	Average 3 highest yrs	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37Act	3% @ 50	One year highest average salary for Officer & Sgt; Highest 36 month average for captain	38.43% For Officer & Sgt 43.82% for Captain	9.23% for Officer & Sgt 9.76% for Captain	4.62% for Officer & Sgt 4.88% for Captain	4.62% for Officer & Sgt 4.88% for Captain	1.45%
County of Fresno	37Act	3% @ 55 (Officer/Sergeant) 2.5% @ 50 (Captain)	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken out)	50% (amounts cannot be broken out)	7.65%
County of Kern	37Act	3% @ 50	Single Highest Year	47.32%	11.27%	11.27%	0%	7.65%

**TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Los Angeles	37 Act LACERA Plan B	Age 50 with 10 yrs of service or at least 20 yrs of service regardless of age (2% for each yr of service)	Single Highest Year	14.4%	6.97%	0%	6.97%	1.45%
County of Mendocino	PERS	3% @ 55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%
County of Merced	37Act	3% @ 50	Average of 3 highest yrs	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	37Act	3% @ 50	Single Highest Year	37.65%	12.04%	12.04%	0%	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.80%	9%	9%	0%	7.65%
County of Riverside	PERS	3% @ 50	Single Highest Year	17.78%	9%	9%	0%	1.45%
County of Sacramento	37Act	3% @ 50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act, SBCERA	3% at 50	Single highest year	18%	DNA	\$306 = Officer \$387 = Sergeant \$960.34 = Captain	In addition, employee pays another 2.5% for implementation of 3% @ 50	1.45%
County of San Diego	37Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37Act	3% @ 50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%

**TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of San Luis Obispo	SLO Co. Employees Retirement Plan (independent plan)	3% @ 50	Single Highest Year	20.29%	14.75% = Officer & Sergeant 15.38% = Captain	7% = Officer & Sergeant 0% = Captain	7.75% = Officer & Sergeant 15.38% = Captain	7.65%
County of Santa Clara	PERS	3% @ 50	Single Highest Year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37Act	3% @ 50	Single Highest Year	20.52%	12.25% Officer 11.75% Sergeant Captain DNA	8.25%	4% Officer 3% Sergeant DNA Captain	7.65%
County of Sutter	PERS	3% @ 50	Single Highest Year	20.498%	9%	9%	\$61	7.65%
County of Ventura	37Act	2% @ 50	Single Highest Year	32.01%	11.5%	11.5%	0%	1.45%
Arizona	Public Safety Personnel Retirement System	50% of average monthly compensation for 1 st 20 yrs of credited service, + 2% of avg. monthly compensation for each additional yr of service between 20 & 25	Highest 3 Consecutive Years	10.87%	7.65%	5%	2.65%	7.65%
Florida	FRS	3% @ 55 or 3% with 25 years regardless of age	Average of highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	Public Employee Retirement System	Age 50 with at least 25 years of service or age 55 with at least 20 years of service to qualify	Highest 48 months in the last 10 years	8.5%	12.5%	5.5%	7.5%	1.45%

**TABLE 11-A (Patrol)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(OFFICER, SERGEANT, CAPTAIN, REG./DIV. CHIEF)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Nevada	PERS 403A	2.67% @50 w/ 20 yr service 2.67% @55 w/ 10 yr service 2.67% @any age w/ 25yrs of service	36 highest consecutive months	32%	16.5%	8.25%	8.25%	1.45%
New York	PFRS	DNA	DNA	10.1%	DNA	0%	DNA	7.65%
Ohio	OPERS	1.5% @52 w/ 15yrs 2.5% @52 w/ 25 yrs 2.5% @62 w/ 15 yrs	Average highest 3 years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average highest 3 years	9.5%	6%	6%	0%	7.65%
Pennsylvania	SERS	50% highest yr w/ 20 yrs 75% highest yr w/ 25+ yrs	Single Highest Year	SERS Board determines rate annually – currently 3% of payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @ 50	Average Highest 3 Years	6.45%	6%	0%	6%	7.65%
Washington	WSPRS Plan 2	2% @ 55 or any age w/ 25 yrs of service credit (2% x yrs of service)	Highest 60 months of credited service	4.69%	4.51%	0%	4.51%	7.65%
Federal Government (RUS)	No Comparable Class							

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	PERS	3% @ 50	Single highest year	24.505%	5.5% of compensation in excess of \$863/mo	0.0%	5.5%	1.45%
City/County of San Francisco	SFERS	3% @ 55	Single Highest Year	6.24%	7.5%	0%	7.5%	7.65%
County of Alameda	37 Act	3% @ 50	Average 3 highest years	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37Act	3% @ 50	One year highest average salary for Officer & Sgt; Highest 36 month average for Captain	38.43% For officer & Sgt 43.82% for Captain	9.23% for Officer & Sgt 9.76% for Captain	4.62% for Officer & Sgt 4.88% for captain	4.62% for Officer & Sgt 4.88% for Captain	1.45%
County of Fresno	37Act	3% @ 55	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken up)	50% (amounts cannot be broken up)	7.65%
County of Kern	37 Act	3% @ 50	Single highest year	47.32%	11.27%	11.27%	0%	7.65%
County of Los Angeles	LACERA Plan B 37 Act	Age 50 w/10 yrs of service or at least 20 yrs of service regardless of age (2% for each yr of service)	Single highest year	14.4%	6.97%	0%	6.97%	1.45%
County of Mendocino	PERS	3% @55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Merced	37 Act	3% @ 50	Average of 3 highest years	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	1937 Act	3% @ 50	Single highest year	37.65%	12.04%	12.04%	0	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.88%	9%	9%	0	7.65%
County of Riverside	PERS	3% @ 50	Single highest year	17.989%	9%	9%	0	1.45%
County of Sacramento	1937 Act	3% @ 50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act, SBCERA	3% @ 50	Single highest year	18%	DNA	\$306 = Officer \$387 = Sergeant \$960.34 = Captain	In addition, employee pays another 2.5% for implementation of 3% @ 50	1.45%
County of San Diego	1937 Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37 Act	3% @ 50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%
County of San Luis Obispo	SLO County Employees Retirement Plan	3% @ 55	Single highest year	20.01%	10.3%	7%	3.3%	7.65%
County of Santa Clara	PERS	3% @ 50	Single Highest Year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37Act	3% @ 50	Single highest 12 consecutive months	20.52%	12.25% (Captain unknown)	8.25% (Captain unknown)	4.0% (Captain unknown)	7.65%
County of Sutter	PERS	3% @ 50	Single highest year	20.498%	9%	9%	\$61.00	7.65%
County of Ventura	37Act	2% @ 50	Single highest year	32.01%	11.5%	11.5%	0%	1.45%

**TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Arizona	Corrections Officer Retirement Plan	Average monthly salary / Highest 3 Consecutive Years in last 10 years 50% of average monthly salary for 1 st 20 years, plus 2% of average monthly salary for each year of service between 20 – 25 years	Highest 3 consecutive years	11.50%	8.5%	0%	8.5%	7.65%
Florida	Florida Retirement System	3% @ 55 or 3% w/ 25 yrs of service regardless of age	Average of highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA	DNA	DNA	8.5%	DNA	5.5%	DNA	7.65%
Nevada	PERS	2.67% @ 50 w/ 20 yrs 2.67% @ 55 w/ 10 yrs 2.67% @ any age w/ 25 yrs	36 highest months	32.0%	16.5%	8.25%	8.25%	1.45%
New York	Employee's Retirement System	DNA	DNA	10.1%	DNA	DNA	DNA	7.65%
Ohio	DNA	DNA	DNA	16.93%	DNA	DNA	DNA	1.45%

TABLE 11-B (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(CORRECTIONAL OFFICER, CORRECTIONAL SERGEANT, CORRECTIONAL CAPTAIN)

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average highest 3 yrs	9.5%	6%	6%	0%	7.65%
Pennsylvania	State Employees Retirement System	2 x class of service multiplier x yrs of service x final average salary	Average highest 3 yrs	3% of state payroll (changes annually based on SERS Board)	6.25%	0%	6.25%	7.65%
Texas	Employees Retirement System of Texas	2.8% @ 50	Average highest 3 yrs	6.45%	6%	\$0	6%	7.65%
Washington	Public Safety Employees Retirement System (PSERS) Plan 2	2% for each year of service credit with full retirement benefits at age 65 with at least five years service / Full retirement @ 60 with 10 years of service	60 consecutive highest paid service credit months	8.53%	6.57%	0%	6.57%	7.65%
Federal Government (RUS)	FERS	1.7% @ 50 1.7% any age w/ 25yrs	Average highest 3 yrs	11.5%	DNA	DNA	DNA	7.65%

**TABLE 11-C (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(WARDEN & PAROLE AGENT)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	PERS	3% @ 50	Single Highest Year	24.505%	5.5% in excess of compensation \$863 monthly	0%	5.5%	1.45%
Arizona	Corrections Officer Retirement Plan	50% of average monthly salary for 1 st 20 years, plus 2% of average monthly salary for each year of service between 20 – 25 years	Highest 3 Consecutive Years	11.50%	8.5%	0%	8.5%	7.65%
Florida	FRS	3% @55 or 3% with 25 yrs regardless of age	Average of highest 5 yrs	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA							
Nevada	PERS 403A	2.67% @50 (20 yrs) 2.67% @55 (10 yrs) 2.67% @ any age (25 yrs)	36 Highest Consecutive Months	32%	16.5%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1%	DNA	DNA	DNA	7.65%
Ohio	DNA	DNA	DNA	16.93%	DNA	DNA	DNA	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55 or @ 50 with 25 yrs of service	Average of Highest 3 yrs	9.5%	6%	6%	0%	7.65%

**TABLE 11-C (Corrections)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(WARDEN & PAROLE AGENT)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Pennsylvania	SERS	50% Highest Year w/ 20 yrs Service 75% Highest Year w/ 25 yrs Service	Single Highest Year	3%	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @50	Average of Highest 3 yrs	6.45%	6%	0%	6%	7.65%
Washington	PSERS (Public Safety Employees Retirement System) – Plan 2	2% for each year of service credit with full retirement benefits at age 65 with a t least 5 yrs of service credit; Full retirement at age 60 with 10 yrs of PSERS service credit	60 consecutive highest paid service credit months	8.53%	6.57%	0	6.57%	7.65%
Federal Government - (RUS)	FERS	1.7% @ 50 1.7% any age w/ 25 yrs	Average of Highest 3 yrs	11.5%	DNA	DNA	DNA	7.65%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	CalPERS	3% @ 50 except for Criminalist which is 2.5% @ 55	Single Highest Year except Criminalists hired after 1-1-07 – then its average 3 highest years	\$24.505% for all except Criminalist = 19.294%	Criminalist = 6% in excess of \$317 All others = 8% in excess of \$513	0	100%	1.45%
City of Anaheim	PERS	2.7% @ 55	Single Highest Year	15.483% city paid + .310% employee paid = total of 15.793%	8%	7%	1%	1.45%
City of Bakersfield	No Comparable Class							
City of Chula Vista	No Comparable Class							
City of Fresno	No Comparable Class							
City of Long Beach	PERS	2.5% @55	Average of Three Highest Years	12.012%	8%	6%	2%	7.65%
City of Los Angeles	LA City Employee Retirement System	2.16% at 60 *Age 55+ with 30+ years of service, age *60+ with 10+ years of service, age 70+ regardless of years of service. * 5 years of this service must from City employment	Single highest year	22.27	6%	0%	100%	1.45%
City of Modesto	No Comparable Class							

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
City of Oakland	PERS	2.7% @ 50 (Criminalist) 3% at 50 (State Park Ranger)	Single Highest Year	17.479% (Criminalist), 27.7% (State Park Ranger)	8% (Criminalist), 9% (State Park Ranger)	5% (Criminalist), 9% (State Park Ranger)	3% (Criminalist), 0% (State Park Ranger)	1.45%
City of Redding	No Comparable Class							
City of Riverside	No Comparable Class							
City of Roseville	No Comparable Class							
City of Sacramento	No Comparable Class							
City of San Diego	1937 Act	2.8% @ 65 (Criminalist)	Single Highest Year	22.57%	9.08%	1.4%	7.68% per validation	1.45%
City of San Jose	No Comparable Class							
City of Santa Ana	PERS	2% @55	Average of highest three years	8.214%	7%	7%	0%	1.45%
City of Stockton	No Comparable Class							
City/County of San Francisco	SFERS	1% @ 50 or 2% @ 60	Single Highest Year	DNA	7.5%	0%	7.5%	7.65%
County of Alameda	1937 Act	2% @ 62	Average 3 Highest Years	7.69%	8.81%	0%	8.81%	7.65%
County of Contra Costa	1937 Act	3% @ 50	One year highest average salary	43.82%	9.76%	4.88%	4.88%	1.45%
County of Fresno	1937 Act	2% at 55	Highest consecutive 26 pay periods	25.2%	0%	0%	0%	7.65%
County of Kern	1937 Act	3% @ 60	Single Highest Year	47.32% (Safety) 23.87% (Misc)	11.27% (Safety) 6.13% (Misc)	0% (Safety) 0% (Misc)	11.27% (Safety) 6.13% (Misc)	7.65%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Los Angeles	LACERA (County's own plan) D (criminalist) B (park ranger)	Criminalist- Retirement is at age 50 with 10 years of service or at least 30 years of service regardless of age Park Range- Retirement is at age 50 with 10 years of service or at least 20 years of service regardless of age (2%for each year of service)	Single highest year	14.4%	Criminalist- 5.4% (assuming employment started at age 20) (Park ranger) 6.97% (assuming employment started at age 20)	0%	(park ranger) 6.97% (criminalist) 5.4%	1.45%
County of Mendocino	No Comparable Class							
County of Merced	No Comparable Class							
County of Orange	1937Act	2.7% @55	Highest 3 yrs	22.23%	13.25%	11.74%	DNA	1.45%
County of Placer	No Comparable Class							
County of Riverside	No Comparable Class							
County of Sacramento	1937 Act	Criminalist 2% at 55.5 State Park Ranger 3% @50	DNA	15.75%	4.67%	2.3490%	2.34%	7.65%
County of San Bernardino	1937 Act	2% @ 55	Single highest year	18%	7%	7%	0	1.45%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of San Diego	1937 Act	3% @ 60	Single Highest Year	DNA	9.18%	7%	2.18%	1.45%
County of San Joaquin	No Comparable Class							
County of San Luis Obispo	No Comparable Class							
County of Santa Clara	PERS	2% @ 55	Single Highest Year	11.923%	7%	7%	0%	1.45%
County of Stanislaus	No Comparable Class							
County of Sutter	No Comparable Class							
County of Ventura	1937 Act	2% at 61	Highest consecutive 36 months	11.72%	5.35%	4% of base pay	DNA	7.65%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Arizona	<p>Arizona State Retirement System(Special Agent/Supervisor and State Park Ranger)</p> <p>Public Safety Personnel Retirement System (Criminalist)</p>	<p>Average monthly salary of highest 36 consecutive months of salary in the last 10 years x years of credited x multiplier (0-19.99 years = 2.1%, 20-24.99 = 2.15%, 25-29.99 = 2.2%, 30+ = 2.3%) (Special Agent/Supervisor)</p> <p>50% of average monthly salary compensation for first 20 years of credited service, plus 2% for each additional year between years 20-25 (Criminalist/State Park Ranger)</p>	<p>Average monthly salary Highest 3 consecutive years (Special Agent/Supervisor)</p> <p>highest 3 consecutive years)</p>	11.19%/10.87%	8.81%/7.65%	\$0/5%	8.81%/2.65%	7.65%
Florida	Florida Retirement System (Special Agent/Supervisor and Criminalist)	3% at 55	Average highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	SERS	Age 50 with 25 yrs of services and age 55 with 20 year of services	Average 48 highest months in the last 10 year.	8.5%	5.5%	5.5%	0%	7.65%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Nevada	PERS 403A	2.67% at 50 with 20 years of service 2.67% at 55 with 10 years of service 2.67% any age with 25 years of service	36 highest consecutive months	32.0%	16.5%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1%	DNA	0%	DNA	7.65%
Ohio	OPERS	Varies 1.5% @ 52 with 15 years 2.5% @ 52 with 25 years 2.5% @ 62 with 15 years	Average highest three years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier 1 (special Agent/criminalist)	2% @ 55 or at age 50 with 25 yrs of service	Average 3 highest years	9.5%	6%	6%	\$0	7.65%
Pennsylvania	State Employee's Retirement System	2 X class of service multiplier X years of service X final average salary	Average 3 highest years	3% of state payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% at 50	Average highest 3 years	6.45%	6%	0%	6%	7.65%

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Washington	<p>State Park Ranger: Public Safety Employees Retirement System (PSERS – Plan 2)</p> <p>Criminalist: PERS Plan 3</p>	<p>State Park Ranger 2% for each year of service credit with full retirement benefits at age 65 with at least five years of service credit. Full retirement at age 60 with 10 years of PSERS service credit.</p> <p>Criminalist 1% X Service Credit Years X AFC = Monthly Benefit. Plan provides a full retirement benefit at age 65 if you have:</p> <p>*At least 10 service credit years; or *Five service credit years, including 12 service credit months that were earned after age 44; or *Five service credit years earned in PERS</p>	60 consecutive highest paid service credit months	<p>State Park Ranger 8.53%</p> <p>Criminalist 5.46%</p>	<p>State Park Ranger 6.57%</p> <p>Criminalist It varies. There are six contribution rate options; the default contribution rate is 5%</p> <p>Option A: 5% fixed rate at all ages Option B: 5% up to age 35 6% ages 35 to 44 7.5% ages 45 and older Option C: 6% up to age 35 7.5% ages 35 to 44 8.5% age 45 and older Option D: 7% fixed rate at all ages Option E: 10% fixed rate at all ages Option F: 15% fixed rate at all ages</p>	0%	All / 100%	<p>7.65%</p> <p>301</p>

**TABLE 11-D (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(SPECIAL AGENT, SPECIAL AGENT – IN CHARGE, CRIMINALIST, STATE PARK RANGER)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Washington		<p>Plan 2 prior to June 1, 2003 *A reduced benefit is available as early as age 55</p> <p>Note: PERS Plan 3 has a dual benefit structure. Member contributions finance a defined contribution component and employer contributions finance a defined benefit component</p>						
Federal Government (RUS)	FERS	<p>1.7% @ 50 1.7% any age w/ 25yrs Criminalist only: 1% of highest 3 yrs x # of yrs service</p>	Average 3 highest years	11.5%	DNA	DNA	DNA	7.65%

**TABLE 11-E (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(INVESTIGATOR & SUPERVISING INVESTIGATOR)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
DPA	PERS	3% @ 50	Single highest Year	24.505%	8% in excess of \$513	0%	100%	1.45%
City of Anaheim	PERS	3% at 50	Single highest year	24.069%	9%	9%	2.5% of Employer's contribution	1.45%
City of Bakersfield	PERS	3% at 50	Highest 12 Months	28.688%	9%	0-6 yrs 3% 6+ yrs 9%	0-6 yrs 6% 6+ yrs 0%	1.45%
City of Chula Vista	PERS	3% @ 50	One year final comp	21.055%	9%	9%	0%	1.45%
City of Fresno	37 Act	2.7% @55	Average of 3 highest consecutive years	20.02%	9%	0%	9%	1.45%
City of Long Beach	PERS	3% at 50	Final 12 months preceding separation	16.563%	9%	8%	1%	1.45%
City of Los Angeles	LA City Plan, LA Police/Fire Retirement Plan (LAPFRP) Tier V	3% at 50	Single highest year	20.56%	9%	1%	8%	1.45%
City of Modesto	PERS	3% at 50	Single highest year	24.421%	9%	7.5%	1.5%	1.45%
City of Oakland	PERS	3% at 50	Single highest year	27.7%	9%	9%	0%	1.45%
City of Redding	PERS	3% @50	Single Highest Year	28.321%	9%	9%	0%	1.45%
City of Riverside	PERS	3% at 50	Single highest year	19.015%	9%	9%	0%	1.45%
City of Roseville	PERS	3% @ 50	Single Highest Year	27.393%	9%	9%	0%	1.45%

**TABLE 11-E (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(INVESTIGATOR & SUPERVISING INVESTIGATOR)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
City of Sacramento	PERS	3% at 50	One year highest comp.	22.947%	9%	9%	0%	1.45%
City of San Diego	1937 Act	3% at 55	Single highest year	41.16%	11.37%	10%	1.37%	1.45%
City of San Jose	DNA							
City of Santa Ana	PERS	3% at 50	Highest 12 consecutive months	24.499%	9%	9%	1.42% (1.42% of employer's rate is paid by employee)	1.45%
City of Stockton	PERS	3% @ 50	Final Compensation	32.138%	9%	9%	0%	1.45%
City/County of San Francisco	PERS	DNA	Single highest year	18.824%	9%	0	9%	7.65%
County of Alameda	37 Act	3% @ 50	Average 3 Highest Years	29.84%	8.81%	0%	8.81%	7.65%
County of Contra Costa	37 Act	3% @ 50	12 month average	38.43%	9.23%	4.62%	4.62%	1.45%
County of Fresno	37 Act	3% @ 55 or 2.5% @ 55 for supervising investigator	Highest consecutive 26 pay periods	25.02%	0%	50% (amounts cannot be broken out)	50% (amounts cannot be broken out)	7.65%
County of Kern	37 Act	3% @ 50	Single highest year	47.32%	11.27%	11.27% (100% after 5 years)	0%	7.65%
County of Los Angeles	LACERA (County's own plan)	2% @ 50	Single highest year	14.4%	6.97% (assuming employment started at age 20)	0%	6.97%	1.45%

**TABLE 11-E (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(INVESTIGATOR & SUPERVISING INVESTIGATOR)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Mendocino	PERS	3% @ 55	DNA	47.89%	12.34%	6% (Safety – non management) 9% (Safety – management)	6.34% (Safety – non management) 3% (Safety – management)	7.65%
County of Merced	37 Act	3% @ 50	Average of 3 highest years	28.59%	8.67%	4.335%	4.335%	7.65%
County of Orange	37Act	3% @ 50	Single Highest Year	37.65%	12.04%	12.04%	0%	1.45%
County of Placer	PERS	3% @ 50	Single Highest Year	23.80%	9%	9%	0%	7.65%
County of Riverside	PERS	3% @50	Single Highest Year	17.989%	9%	9%	0%	1.45%
County of Sacramento	37Act	3% @ 50	DNA	25.5%	10.57%	5.29%	5.29%	7.65%
County of San Bernardino	37 Act	3% @ 50	Single highest year	18%	DNA	5.7% of base (investigator) 6.3% of base (Sup. Invest)	In addition employee pays another 2.5% for implementation of 3% at 50	1.45%
County of San Diego	37Act	3% @ 50	Single highest year	DNA	10.76%	9.5%	1.26%	1.45%
County of San Joaquin	37 Act	3% @ 50	Single highest year	41.37%	4.56%	2.28%	2.28%	1.45%
County of San Luis Obispo	San Luis Obispo County Employees Retirement Plan	3% @ 55	Single highest year	20.03%	10.30%	7.20%	3.10%	7.65%
County of Santa Clara	PERS	3% @ 50	Single highest year	25.831%	8.5%	8.5%	0%	1.45%
County of Stanislaus	37 Act	3% @ 50	Single highest year	20.52%	14%	5.25%	8.75%	7.65%

**TABLE 11-E (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(INVESTIGATOR & SUPERVISING INVESTIGATOR)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
County of Sutter	PERS	3% @ 50	Single highest year	20.498%	9%	9%	\$61.00	7.65%
County of Ventura	1937 Act	2% @ 50	Highest 12 consecutive months	32.01% (of total comp)	11.5% (of total comp)	11.5%	0%	1.45%
Arizona	Arizona State Retirement System	Average monthly salary of highest 36 consecutive months of salary in the last 10 years X years of credited X multiplier (0-19.99 years = 2.1% 20-24.99 years = 2.15% 25-29.99 years = 2.2% 30+ years = 2.3%)		11.19%	8.81%	0%	8.81%	7.65%
Florida	FRS	3% @ 55 or 3% with 25 yrs of service regardless of age	Average highest 5 years	19.76%	DNA	DNA	DNA	7.65%
Illinois	DNA	DNA	DNA	8.5%	DNA	5.5%	DNA	7.65%
Nevada	DNA	DNA	DNA	32%	8.25%	8.25%	8.25%	1.45%
New York	DNA	DNA	DNA	10.1	DNA	0%	DNA	7.65%
Ohio	OPERS	1.5 % @ 52 with 15 yrs 2.5% @ 52 with 25 years 2.5% @ 62 with 15 yrs	Average 3 Highest Years	16.93%	10.1%	0%	10.1%	1.45%
Oregon	Oregon PERS Full Formula Tier I	2% @ 55, or at age 50 with 25 years of service	Average 3 highest years	9.5%	6%	6%	0%	7.65%

**TABLE 11-E (Other Law Enforcement)
RETIREMENT PLAN PRACTICES – ALL CLASSES
(INVESTIGATOR & SUPERVISING INVESTIGATOR)**

Agency	Type of Retirement Plan	Retirement Benefit	Retirement Formula	Employer Contribution (%)	Employee Contribution (%)	% of Employee Contribution paid by Employer	% of Employee Contribution paid by Employee	Social Security Rate
Pennsylvania	SERS	50% highest yr w/ 20 yrs 75% highest yr w/ 25+ yrs	Single Highest Year	SERS Board determines rate annually – currently 3% of payroll	6.25%	0%	6.25%	7.65%
Texas	ERS	2.8% @ 50	Average Highest 3 Years	6.45%	6%	0%	6%	7.65%
Washington	Public Safety Employees Retirement System – Plan 2	2% for each year of service credit with full retirement benefits at age 65 with at least five years of service credit; full retirement at age 60 with 10 years of PSERS service credit	60 consecutive highest paid service credit months	8.53%	6.57%	0%	6.57%	7.65%
Federal Government (RUS)	FERS	DNA	DNA	11.5%	DNA	DNA	DNA	7.65%